



40th YEAR OF GRAM VIKAS

ANNUAL REPORT 2018 - 19



On the cover:

Gram Vikas' Ajaya Behera captures Hitadei Majhi as she walks up the hill to till the land for plantations that will protect and nourish water sources for sustainability. In Nuapada village, Kalahandi district, Odisha.



Gram Vikas is a rural development organisation working with the poor and marginalised communities of Odisha, since 1979, to make sustainable improvements in their quality of life. We build their capabilities, strengthen community institutions and mobilise resources to enable them to lead a dignified life. More than 600,000 people in 1700 villages have advanced their lives through this partnership.

www.gramvikas.org

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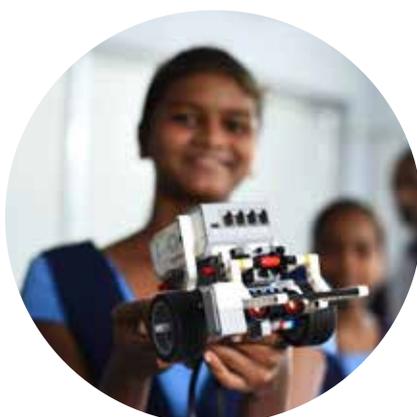
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CHAIRMAN'S MESSAGE

On 11 October 2018, a devastatingly strong cyclone, Titli, struck southern Odisha bringing in its wake numerous landslides. The Adivasi communities bore the brunt of the cyclone, where entire villages disappeared on account of these landslides, taking along their houses, fields, animals and quite a few human beings.

Gram Vikas immediately jumped into relief work, sourcing whatever materials - especially food - we could get for immediate relief. Some of the sights were heart-wrenching. Seven months later, another cyclone, Fani, struck Odisha on 3 May 2018. This time, the winds struck Puri, Khurda, Bhubaneswar and nearby areas and to some extent brought havoc in Southern Odisha also. The steps the people had taken to go forward had to be retracted.

In Odisha, whatever steps the people, government and civil society organisations take to move forward are very often undone by the forces of nature. Odisha, it is to be admitted, is the disaster capital of India. Floods, droughts, cyclones, tidal waves, landslides, and extreme heatwaves are yearly occurrences in the state.

Over the last few years, Odisha has learnt to prevent the loss of human lives during calamities. The government, to the extent possible, does a marvellous job to prevent human casualties.

The questions remain: How do we respond to natural calamities? What are the steps for disaster preparedness? What actions can mitigate disasters? Almost all calamities require relief efforts. In a way, relief is a necessary evil, as people, to some extent, become mere recipients of others' charity. Yet, this charity is required for the survival of the disaster affected.

With global warming and climate change, extreme weather condition is only going to increase. The poorest and people at the margins feel the impact of these catastrophies the most. They do not have the wherewithal to cope with the situation. This causes them to sink deeper into the quagmire of hopelessness.

Gram Vikas has to seriously consider and plan for disaster preparedness. Gram Vikas also has to play a role in the post disaster relief and rehabilitation. The question is how do you institutionalise it? What mechanisms can be adopted so that there is resilience within communities and people?

From the Executive Director

Gram Vikas completed a landmark of 40 years of work, in partnership with rural communities, across Odisha, Jharkhand and other states in 2019. We used the cluster-level celebrations, marking GramVikas@40, to connect with our partner village communities and other stakeholders, and reaffirm our commitment and resolve to take the journey forward. Past and current members of the Governing Board, former colleagues and volunteers, and well-wishers; the staff of Gram Vikas, teachers and students from the Gram Vikas residential schools came together at the celebrations at Mohuda in January 2019.

Overcoming Cyclone Titli together with partner communities

Cyclone Titli made a landfall, near Palasa, in neighbouring Srikakulam district of Andhra Pradesh, on 11 October 2018. It gathered speed and strength after the landfall causing unprecedented rainfall and winds in the Mahendragiri mountain range of Gajapati and Ganjam districts. The resultant landslides killed more than 50 persons and caused widespread destruction of property. The cyclone severely affected our partner communities in Rayagada, Gumma and Gosani blocks of Ganjam district. Our campuses in Koinpur, Karadasing and Tumba endured severe damage.

Colleagues at Gram Vikas responded with great alacrity, mobilising immediate relief supplies from Bhubaneswar, and were the first people from outside the area to reach out to some of the most affected villages. Since then, we have continued to work with the communities, helping them rebuild through technical and handholding support and resource mobilisation.

Status Assessment Survey starts

The Status Assessment Survey (SAS), of about 70,000 households across 1170 villages, rolled out in May 2018. An exercise with few parallels, the survey aims to help Gram Vikas re-establish contact with all the villages we have worked with, assess the status of the infrastructure, governance processes and gaps, and gauge the interest of the villages to continue the partnership. About 50 young men and women, from villages that Gram Vikas has worked with in the past, were selected and trained for carrying out the survey. It is a matter of great pride for us that 29 of these volunteers will be joining as full-time employees of Gram Vikas on April 2019.

A SAS volunteer engaged in data collection.



Gram Vikas team involved in Cyclone Titli Relief operations.



Decade V framework to shape our work

We finalised the Gram Vikas Decade V Strategic Direction and Programme Framework that will shape our work in the new decade. The Decade V framework will guide all plans and activities taken up from April 2019. The process for the first annual plan (for 2019-20) under the new framework began with field-level consultations in February 2019.

Experiments in new streams of work and approaches marked the year 2018 - 19 for Gram Vikas. We developed and piloted initiatives in Water Quality Management, Water Source Sustainability and Deepening and Integrating Water, Sanitation and Hygiene for better nutrition and health outcomes (WASH+) to consolidate our work in the areas of Water and Sanitation. The Smart Community Interface project, in the area of Habitat & Technologies, built information technology platforms for enabling information and communication services to remote villages.

The School Sanitation Project, which began in April 2018, in Nayagarh, Ganjam and Kalahandi districts achieved substantial progress but could not complete the 100 school toilet units by March 2019 as was planned. We expect to handover all the units by June 2019.

We resumed our work on mobilising communities to obtain their rights under the Forest Rights Act. With the support of Vasundhara and other civil society partners, we took up work in about 125 forest/forest-fringe villages in Ganjam and Gajapati districts. Activities continued under the Holistic Rural Development Programme in Nayagarh and the Odisha Tribal Empowerment and Livelihood Programme in Kalahandi districts.

Continuing and forming valued partnerships

Our partnerships continued with HDFC Bank, Mahanadi Coalfields and Tata Sponge Iron Limited; Rourkela Steel Plant and the State Bank of India Foundation for the SBI-Youth for India Fellowship. The Oracle support, through Charities Aid Foundation, will move into the fifth year starting April 2019.

We resumed our partnership with Charity: Water, USA. We found a new partner in the InterGlobe Foundation, Gurgaon. Our partnership with the IBM Corporate Service Corps programme brought on board IBM consultants, whose expert inputs helped to strengthen several internal systems.

The partnership with PRADAN, under the Bill and Melinda Gates Foundation supported PoWER Project, and with the Odisha Power Generation Corporation in Telenpalli GP of Jharsuguda district came to a successful closure during the year.

We are thankful to the Government of Odisha for continuing to see value in partnering with us. A word of gratitude to the knowledge partners (academic and research institutions) from across the globe, who seek our partnership as a win-win for furthering the knowledge base.

Strengthening systems and processes

We began the process of restructuring the management and implementation systems within Gram Vikas. The field-level work is now organised into six geographical clusters, each consisting of one or more districts. Each such cluster is now led by a Cluster Manager. The Gram Vikas projects in a cluster of villages, where intensive work takes place, now report to the Cluster Managers.

The reorganised Management Team with the purpose to bring about a collegial method of functioning at the top management level will help in pooling expertise and perspectives to make programme planning and implementation stronger. Addition of new members strengthened the team, which is now organised into groups managing programmes/functions with responsibility for the focus areas under the GV Decade V framework.

Several steps taken during the previous year to strengthen internal systems and processes continued during this year. We strengthened our accounting and financial reporting systems with better use of technology. Manuals and guidelines for internal processes were revised and published, including the Procurement Manual and Employees Manual.

The Urna personnel management application on the Android platform was rolled out across Gram Vikas. All employees use this application for attendance, leave and tour approvals. This has reduced the time and effort required to compile monthly attendance records that form the basis of payroll.

The Performance Management System was rolled out. For the first time, Gram Vikas employees prepared Annual Performance Plans with clear result areas and performance indicators, which will form the basis for evaluations. Supplementing these improvements, the Staff Development Cell planned and executed a wide range of capacity development efforts.

We invested resources and efforts during the year to sharpen our strategic communications. The Gram Vikas website (www.gramvikas.org) underwent a complete makeover informed by an extensive user and audience research and feedback. Our presence in the Social Media was strengthened, with a wider range of content being posted on Facebook, Instagram, LinkedIn and Twitter.

Welcoming new members to the Governing Board

The Governing Board of Gram Vikas continues to be the anchor and force, as we negotiate the changes in the external environment and make internal improvements. The addition of four new members - each with substantial experience in her/his respective areas - strengthened the Board. I wish to record my sincere gratitude for the guidance and support provided by the Chairman and Members of the Gram Vikas Governing Board.

I wish to thank all our collaborators and partners, particularly those who have been supporting us with financial resources and who stood behind us as a solid support during the year.



OUR WORK IN 2018 - 19: ACTIVITIES & ACHIEVEMENTS

Gram Vikas' work is grouped into six focus areas in the Gram Vikas Decade V approach. This will help build upon, extend, and sustain results already achieved, create new interventions in response to the needs of the communities and help manage the interconnectedness of development challenges and their solutions.

The six focus areas are:



WATER



LIVELIHOODS



SANITATION &
HYGIENE



HABITAT &
TECHNOLOGIES



EDUCATION



VILLAGE
INSTITUTIONS

In each of these focus areas, we will build upon our experiences of working with the rural communities in the past 40 years and further enhance and replicate areas where we have excelled. We will strengthen areas where we could have done better by learning from the mistakes. We will make greater and better use of technology options to ensure lasting and relevant changes in the life of our partner communities.



Dalimba Jani collects water from the third water tap, near the kitchen, in her house in Kandha Tirigocha village in Ganjam district,



Water

Our work in Water is focused on ensuring continuous availability of safe drinking water, adequate flow of water for domestic and productive uses, and sustainability of water resources. During the year, we continued to establish Piped Water Supply projects at the village level, piloted efforts in Water Quality Management, and strengthened the early-phase work on Water Source Sustainability.

Piped Water Supply

For more than two decades, Gram Vikas has constructed household toilets and bathing rooms integrated with safe water. This is the entry point activity under the MANTRA approach.

The work is undertaken in villages, where 100% of the households have completed toilets and bathing rooms, there is an active Village Water and Sanitation Committee (VWSC), with an established sanitation corpus fund and mechanisms for the water supply maintenance fund, which have been agreed upon by the village as a whole. Gram Vikas and the VWSC signs a memorandum of understanding prior to the start of the work.

Gram Vikas supports the village by providing technical, financial and institutional support for the construction and maintenance of piped water supply system. Our objective is to ensure supply of 70 litres per capita per day (lpcd) to enable water sufficiency for drinking and domestic uses. Village institutions are built and strengthened to establish a self-governing mechanism for Water Sanitation and Hygiene issues.

The work starts with the assessment and confirmation of the source of water followed by site identification for the overhead tank and drawing up of estimates for the water tank, pipelines, pump-sets and electrification. This is followed by the construction of the overhead tank, laying of the pipelines and installation of solar /grid power for the pump set.

A women from Kandha Tirigocha village, Jagannath Prasad, Ganjam, fetching water from the third tap for household use.



Households, schools and the Anganwadis are connected with the water supply pipes before the system is commissioned. The design provides for three taps - one each in the bathroom, toilet and kitchen - in every household.

Progress during the year

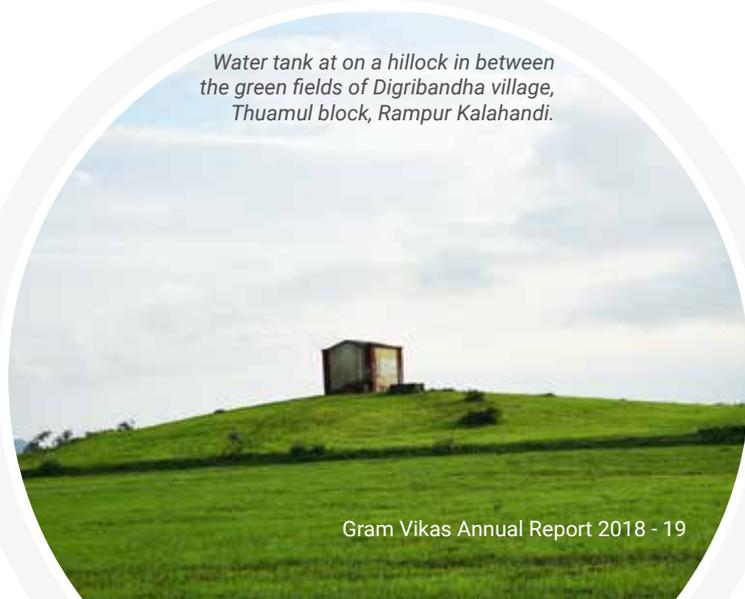
In 2018-'19, Gajapati, Rayagada, Ganjam, Kandhamal, Kalahandi, Keonjhar, Mayurbhanj Jharsuguda, Sundargarh and Nayagarh districts in Odisha and Gumla district in Jharkhand were covered under the piped water supply system projects.

We undertook the projects in 82 villages, including 53 where the work had begun in previous years. Work in 38 villages had to be discontinued owing to unavailability of funds. Of the remaining 44 villages, we commissioned piped water supply systems in 18 villages benefitting 5,237 persons in 1139 households. Work is in progress in 26 villages with 1,575 households.

As of March 2019, there are 172 villages in Odisha and Jharkhand that have taken up integrated sanitation and water supply projects with the support of Gram Vikas, where the water supply system has not been set up. All 9,103 households in these villages have completed construction of toilets and bathing rooms.

Many of these villages are smaller and hence finding resources for setting up the piped water supply system has been a challenge. We are making all efforts to raise resources from both the State and non-government sources to build the systems.

Water tank at on a hillock in between the green fields of Digribandha village, Thuamul block, Rampur Kalahandi.



Partners

- Panchayati Raj and Drinking Water Department, Government of Odisha
- Rourkela Steel Plant, Steel Authority of India Ltd.
- The Odisha Power Generation Corporation
- The Bill & Melinda Gates Foundation, through PRADAN
- Charity: Water, USA
- Poul Due Jensen Foundation, Denmark through Sunlit Future, Auroville

Water Quality Management

Since 1996, Gram Vikas has helped set up piped water supply systems owned and managed by the village community in about 1,220 villages in Odisha and Jharkhand. These water supply systems depend on ground water as well as natural springs. About 50% of the villages source water from a deep borewell, about 30% from natural springs and the remaining from shallow sanitary wells.

Till about the early 2010s, there were very few issues or complaints on water quality. Over the last few years, there are increasing reports of different types of water contamination. We realise that climate change, changes in farming practices and insanitary practices are causing a decline in the quality of water available in the piped water supply systems.

In the context of the villages that we work with, we have defined safe water as water free of bacteria (causing diarrhoea, cholera, dysentery, typhoid), without nitrate (causing 'Blue Baby disease') and having an acceptable taste.

Gram Vikas' work on water quality began five years ago, with the work on chlorination to prevent bacterial contamination. Over the years, we have realised the need for a stronger, community-based mechanism to address water quality needs. Towards this end, we have started a comprehensive Water Quality Management (WQM) programme.

The scope of the programme is to make sure that the rural community has access to clean drinking water throughout the year by identifying the cause of contamination. The programme will build a hierarchical approach,

with the village taking care of issues at their level. We will support the VWSC with necessary capabilities for testing and corrective measures such as creating a trained cadre of village volunteers, attached to the VWSCs, to do this. A comprehensive WQM protocol is being developed towards this.

Issues that cannot be resolved at the village level will be escalated to a proper forum. Strengthened internal capacities will help the local Gram Vikas staff members to support this process. Convergence with the existing schemes and programmes of the Rural Water Supply and Sanitation organisation (RWSS) of the Government of Odisha should help address most issues. We will make use of the water quality laboratories of the RWSS for timely and regular testing of water samples.

Gram Vikas piloted the WQM programme during the year, in select villages, with the following activities undertaken as part of the programme.

- The orientation of village community and VWSC about Water Quality Management (WQM)
- Identification and training of VWSC members or volunteers for coordinating the work (WQM cadre)
- Establishing the testing protocol, conduct of tests and other village level quality management activities
- Motivating the VWSC for raising local resources for taking up corrective action
- Supporting the VWSC in upscaling the issues to RWSS and other agencies
- Adoption of appropriate technological solutions based on water quality results
- Staff training on WQM protocols and practices, use of m-Water mobile application for data collection and use of testing kits

Gram Vikas will set up a full-fledged Information Technology platform for our work in WQM. We will build community and staff capacities using this application, which will also serve as a quality monitoring tool. The development of a software application is in progress with the support of volunteers from Cornell University, Agua Clara and Fulbright scholars.

Progress during the year

In 2018-'19, we took up the Water Quality Management programme in 36 villages, consisting of 1,200 households. All villages, which tested the water samples at least once,

received village level training programmes. The m-Water Application maintains the test records. The table below provides a summary of the quality tests done in the villages.

Table 1: Results of village level water quality tests for bacterial and nitrate contamination

Cluster	Number of villages				
	Total	No contamination found	Only bacteria contamination	Only nitrate contamination (>10 mg/L)	Both bacteria and nitrate contamination
Ghumusur	9	4	3		2
Gajapati	10	3	7		
Keonjhar	5	2		3	
Kalahandi	12	7		5	
Total	36	16	10	8	2

In 26 villages, the village committees undertook repairs and quality restoration work to solve the issues found during the water quality test and sanitary survey.

Hydrodoser technology

Gram Vikas partnered with Agua Clara Reach, a start-up social enterprise from Cornell University, USA, to test the Hydrodoser technology for chlorine treatment in the drinking water projects. The traditional chlorinators required electricity to run them and the chlorine dosing mechanism did not change with the variations in the water flow. This led to either the failure of the systems due to inadequate power supply or over- or under-dosing leading to sub-optimal results.

The Hydrodoser is a mechanical device requiring no electricity. The dosing of chlorine is linked to the flow of water. This adjusts the

volume of chlorine to the volume of water flowing in the pipe. Lahanda village in Keonjhar district received the first Hydrodoser in Odisha in 2018, as part of a newly established piped water supply system.

During the year, we worked on developing a Hydrodoser model for existing water supply systems, especially those with the natural spring source.



Binodini Patra, our first Hydrodoser Operator explains the mechanism to visitors in Lahanda village, Keonjhar district, Odisha.

Kandhabanta village makes contaminated water potable

Every household in Kandhabanta village, in Jagannath Prasad block of Ganjam district, has got piped water for more than 15 years. A natural spring with an intake well around it is one source of water. Pipes carry the water to an overhead tank from where it is distributed to every household. The village also gets water from a borewell pumped into the same tank.

The local staff of Gram Vikas organised a meeting of the Kandhabanta villagers at the site of the well to make them aware of the drinking water quality. They noticed gaps in the wall of the well with some leaves stuck in them. A bamboo clump, broken by wild elephants that frequent the area, had fallen into the well through the broken well cover. Anyone could notice that the water was not clear.

The water quality tests carried out in the village checked for nitrate, fluoride and bacterial contamination. The results were positive for bacteria. The villagers were taken aback when they were informed of the result in the meeting. They spent time near the intake well to understand how it could have happened and the possible measures to fix it. The villagers decided to repair the broken lid and fill the gaps in the wall so as to insulate it from future contamination.

The village community needed to come together to give labour and money. Gandhi Jani, President of the VWSC (Village Water Sanitation

Committee) educated the community on the ill-effects of continuous consumption of contaminated water. He used a test tube with the muddy water from the well and the examples of persons in his village suffering repeatedly from diarrhoea to drive home the point.

Gandhi Jani explained how a simple initiative at the community level could reduce health risk by water-borne diseases. Once the Gram Vikas staff conducted a few meetings, some VWSC members took on the responsibility of mobilising the community contribution.

Gandhi Jani not only mobilised the people but also brought seven sacks of cement on loan from a nearby shop. It took three months to mobilise the community and get everyone to clean and repair the intake well. One person from each household contributed labour and two masons were called from another village. It took two days to clean the well and to insulate it with cement plaster.

The intake well is a little high on the hills surrounded by a forest. It is about two kilometres from the village. There is elephant habitation in the area. Many a time, the pachyderms smash the pipeline which connects the well to the water tank. Villagers use the maintenance fund collected every month to repair it.

Muddy water inside the intake well.



Muddy water being pumped out of the intake well in Kandhabanta village.



During the water quality management project rolled out by Gram Vikas, people brought forth the issue of water wastage due to leaking taps. If there are leaks in almost every tap from the 30 households, it adds up to a huge wastage. "As we were undertaking the community - based repairing of the water supply system, we thought that we could also repair the household taps. We took the help of a plumber from Gram Vikas to fix the taps and now none of the taps in the village leak," says Gandhi.

Another test after the repair work showed clear differences in the water quality, "All of us could clearly see that the colour of the water was

not blackish. It was pale white. We were happy that our collective efforts had paid off," says Gandhi.

An insulated intake well in Kandhabanta village.



Water Source Sustainability

While the water supplied in the piped water systems has emerged as a concern, quantity issues have also been plaguing the systems. The availability of water in adequate quantities defines the functionality of a piped water supply system. The ideal situation is where all households get water in their taps throughout the day throughout the year (24x7x365).

While we for granted during the early days of our work, it is no more possible without a comprehensive and scientific approach to water resource management. There are reports of quantity issues across the different types of water sources- borewell, shallow sanitary wells and natural springs - from all parts of Odisha.

Data from the Status Assessment Survey of 846 villages tells us that 24x7x365 supply is available in 33% of the villages. The remaining villages face quantity issues. Variations in rainfall patterns, changes in land use, drying up of groundwater aquifers and reduction in forest cover are reasons for the decline in water availability.

The Water Source Sustainability programme will help address the issue of water availability in the villages which have established piped water supply systems. In the initial period, the focus will be on villages that depend on natural springs and therefore, in the hilly regions of Odisha. These villages are predominantly tribal. While the focus will be on drinking water sources, the work will also result in the overall

improvement of water resources in the villages, leading to improvements in land and water-based livelihoods.

In the past, Gram Vikas has worked on worked on soil and water conservation in villages following the watershed principles. For our work on water source sustainability, we will supplement this with the spring shed approach.

Preparatory work undertaken as part of the newly evolved Water Source Sustainability programme include:

- Demystifying groundwater management principles and tools to help the villages plan, execute and control the various processes
- Creating awareness on the importance of groundwater and the role of hydro-geology
- Building capacities for supply and demand-side management
- Management of spring sheds or watersheds, including identification and study of local geology, underlying aquifers linked to the water supply system, and selection of treatable catchment area
- Making treatment plans and taking up treatment activities
- Support for the village committees to mobilise local resources

As we take the work forward, we expect to build a comprehensive approach to water governance at the Gram Panchayat level through capacity building of rural communities and Panchayati Raj institutions. We hope to

help set up a comprehensive hydrogeological and socio-economic database in correlation to the weather, along with a relevant database of rainfall, groundwater discharge and water quality parameters.

The programme has thus far seen results in the form of proper demand and supply side management of groundwater levels at both the individual and community level, communities and decision-making organisations accepting groundwater as a Common Pool Resource and participatory governance protocols for natural resource use and preservation.

Progress during the year

We focused on 10 villages of Thuamul Rampur block in Kalahandi district for our work on water source sustainability. Here, we carried out village level capacity building, status mapping of the watersheds and regular spring discharge measurements. Along with the

village community, in nine villages, we mapped and geo-tagged the springs and identified and demarcated the spring catchment area. The communities, with our support, undertook land development activities in the demarcated areas in four villages. In three villages, they planted 3,000 saplings of indigenous tree species in the catchment areas.

We have partnered with ACWADAM, a Pune-based organisation that supports capacity and knowledge building on groundwater management. Experts from ACWADAM trained Gram Vikas staff members on-site in Odisha and as part of their workshops in different parts of India.

Partners

- The InterGlobe Foundation, Gurgaon, Haryana partially supported our work in water source sustainability.

Tangiri village, where Gram Vikas did land development is now a model for neighbouring villages. In Kalahandi district, Odisha.





Kalimoti Majhi walking through her Maize crop field in Simlipadar village, Kalahandi district, Odisha.



Livelihoods

In Livelihoods, we work towards ensuring secure and sustainable incomes for rural communities and sustainability of land and forest resources; and building the quality of human resources.

The programme areas taken up in 2018-19 are:

- Forest Rights Act
- Masons' Training
- Holistic Rural Development Programme
- Tribal Empowerment and Livelihoods

Forest Rights Act

The Scheduled Tribes and other Traditional Forest Dwellers (Recognition of Forest Rights) Act 2006 (Amendment Rule, 2012) recognises the rights of the scheduled tribes and other forest dwellers. The Act was an effort to give the dwellers their due rights in the form of land records.

Many of the villages that Gram Vikas partners with fall under the ambit of the Forest Rights Act. Gram Vikas had started mobilising the communities to avail the benefits provided by the Act from 2008 onwards. The work included training the forest committee members, elected village representatives and staff members. As a result of the work done then, a large number of households filed their claims for individual forest rights. Many of them received their rights on paper. However, the land so assigned were not demarcated on the ground, which gave rise to conflicts within the communities and with the authorities. We felt the need for another round of mobilisation, this time to enable the right-holders to delineate and take possession of the land in their names.

We resumed our work in the area of mobilisation and support for implementation of the Forest Rights Act in 2018 with the following activities.

- Building capacity of members of the Gram Sabha and the Forest Rights Committees
- Working with district, sub-district and tahsil level revenue authorities and the forest

Amar Jani from Khurudupalli village, Jagannath Prasad block, Ganjam, with her family and brother, Kumar Jani, after receiving the title deed under the Forest Rights Act 2006.



administration to process claims and demarcate land boundaries

- Support to the Gram Sabhas and the Forest Rights Committees personnel for facilitating the claims at the Gram Sabha level
- Organising camps for validation of claims, in collaboration with the revenue and forest authorities

Progress during the year

We prepared FRA status reports in 125 villages in Ganjam and Gajapati districts, reconstituted Forest Rights Committees (FRC) in 97 villages and conducted 14 training programmes for FRC members and local government elected representatives. 1,491 out of 2,799 households, who applied for land patta, received the document. We facilitated validation of Individual Forest Right (IFR) claims in 79 villages and supported 1,887 households in 69 villages to submit their claims as per the prescribed procedure. In 13 villages, we took up the work to prepare documents for claiming Community Forest Right (CFR) applications.

Vasundhara, a research and policy advocacy group in Bhubaneswar, supported our work in strengthening staff capacities through workshops and training programmes. They also helped in liaising with the revenue and forest authorities at different levels.

Mason Training

Training of Masons has been among Gram Vikas' long-standing interventions for improving income and quality of life of the households we work with. Starting with the training of masons during the biogas programme during the 1980s, we have been able to take advantage of the rising demand for skilled masons, and motivate men and women in the operational villages to undergo rigorous training. Later, coinciding with the expansion in rural Odisha's construction sector, in the aftermath of the 1999 Odisha Super Cyclone, Gram Vikas trained more than 2,000 men and women in cost-effective construction technologies.

Similarly, after Cyclone Phailin in 2013, 2,300 men and women trained in brick masonry and concrete work under the Odisha Disaster Recovery Project. A follow-up assessment by Gram Vikas showed that more than 75% of the

4,000-odd persons trained, since the year 2000, continue to work as masons, enjoying increased incomes in the range of ₹6,000 to ₹50,000 per month. Some of the masons have improved their abilities and grown to become work contractors, who employ other masons, thus increasing employment opportunities.



Participants learning masonry skills at the training conducted in Bhandartoli village, Palkot, Gumla.

Progress during the year

In 2018, we revived the focus on training of masons in areas where construction of toilets and bathing rooms were in progress. Fifty One persons received training during the year.

District	Men	Women	Total
Jharsuguda	13	15	28
Gumla(Jharkhand)	18	5	23
Total	31	20	51

Partners

Odisha Power Generation Corporation supported the masons' training programme in Jharsuguda. In Gumla, we conducted the training under the PoWER Project funded by the Bill and Melinda Gates Foundation, through PRADAN, New Delhi.



Laxmi (in yellow-pink dress) with other trainees in the mason training.



Trainees practising stone masonry at the training.



Daily wage labourers triple their income after training in masonry

Regular and decent income is a challenge for the people of Puruna Adhapada village in Telenpali block of Jharsuguda District. Most of the residents work as daily wage labourers and earn not more than ₹150 per day. Gram Vikas' mason training intervention has helped them improve their daily income.

Gram Vikas organised a Masons' Training programme in the village, with support of the Odisha Power Generation Corporation (OPGC) for 60 days during June - July 2018. Male trainees came from seven villages in the gram panchayat, where the OPGC-supported water and sanitation project had been implemented. Local staff motivated women from Puruna Adhapada to join the training, mobilisation and orientation skills. The staff shared success stories from elsewhere to overcome their reluctance. Fifteen women from the village thus joined as trainees.

The baseline of the trainees revealed that the trainees earned a monthly income of about

₹6,000 during months when labour was in demand. During the lean months, their income would fall to ₹4,000 per month. They aspired to better educate their children.

After the training, they now work as masons, earning a daily wage of ₹400-450, about three times their previous income.

Laxmi Ekka is a young woman, who was part of the training. She dreamt of sending her children to school. "We lived in a precarious condition where it was difficult to make ends meet. My husband and I worked as daily labourers to feed our family of five. With our combined income of ₹5,000 per month, it was difficult to do anything but survive."

After completing the training, Laxmi is working as a mason in construction projects in the OPGC campus. Her income has increased to ₹15,000 per month. Laxmi's two children have started going to school regularly.

Holistic Rural Development Programme

The Holistic Rural Development Programme (HRDP) is an initiative of the CSR programme of the HDFC Bank, HDFC Parivartan, that Gram Vikas has partnered with since October 2017. HRDP shares Gram Vikas' mission of enabling dignified and healthy living in rural communities by encouraging village self-governance.

Gram Vikas undertook the programme in seven villages involving nearly 3,700 families with a population of about 19,000 persons. The programme aims towards integrated development of villages through the promotion of socio-technical measures for livelihoods, quality education, better WASH practices; health care, renewable energy and management of common property resources (CPRs).

Activities in the programme are under four major heads:

- Sustainable use of Natural Resources
- Skill development and Livelihood Enhancement
- Education
- Sanitation and Health

The programme achieved encouraging progress during the first eighteen months, ending March 2019. We have developed a five-year perspective plan and annual execution plan for each village. Liaison with district level institutions helped mobilise further resources.

Progress during the year

We achieved the following under HRDP during the year.

Natural Resources

- Cashew plantation in 40 acres of community land in five villages
- Renovation of two community ponds
- Pisciculture taken up in five ponds

Agriculture

- Adoption of Improved Package of Practices for rice cultivation by 300 farmers in 150 acres in six villages
- Adoption of Improved Package of Practices for green gram cultivation by 191 farmers in 70 acres of land across eight villages
- Development of a Vegetable Cluster covering four villages with 250 farmers having 115 acres

- 25 vermiculture units built in five villages

Education and Health

- Strengthening of libraries with new books in six schools
- Provision of sports materials and first-aid kits to 20 schools
- Learning and activity materials support to 21 Anganwadi Centres
- Organisation of five Health Camps benefitting 1,373 patients
- Organisation of five Animal Health Camps benefitting 902 cattle

Water and Sanitation

- Construction of school toilet complex in four schools in four villages
- Construction of toilets and bathing rooms in 100% of the households in Tulasipur;
- Work on community-owned piped water supply project in progress
- Sanitation activities in progress in Mankapalli and Similisahi villages

Partners

- HDFC Bank supports the programme as part of their CSR initiative, HDFC Parivartan.

Higher yields and incomes at lower costs of cultivation for Kantabania farmers

Sagar Jena, 56, is an experienced farmer from Kantabania village of Balugaon GP in Nayagarh Block. He is the sole bread earner in a family of his parents, wife and two children. He has about two acres of rainfed land in which he cultivates paddy during Kharif season. He used to get 1,800 kilograms of paddy from his two acres of land.

Gram Vikas staff, implementing the Holistic Rural Development Programme, supported by HDFC Parivartan (a CSR initiative of HDFC Bank), were creating awareness in the village about improved rice cultivation practices. The package included new and better practices in seed selection and treatment, land preparation with organic fungicides, seedling bed preparation; on-time transplantation, line transplantation, weeding and life-saving irrigation provision.

IPOP rice plants showed more tillers, bigger panicle size and bold grain with more weight. Ensuring weeding at the right time and the application of handi khata (literally meaning pot manure) - an organic liquid manure prepared with cow dung, cow urine, aromatic leaves, lactate leaves and jaggery, through aerobic fermentation - help farmers get a higher yield.

Sagar was not sure about adopting the Improved Package of Practices (IPoP). With the constant motivation and guidance from Ramesh Chandra Naik, the HRDP Project Coordinator, Sagar decided to take up IPOP rice in half acre of his land. After the first years' experience, Sagar now considers IPOP the best method for rice farmers. He has a lower cost of cultivation and higher yields. His net income increased by ₹5,560.



Sagar Jena is preparing Handi khata (Biomanure) for use in the field.

Conventional vs. IPoP method of paddy cultivation: Costs and Income (in ₹)

Particulars	Conventional	IPoP	Difference
Seed	400	40	-360
Ploughing	2,400	2,400	0
Weeding	3,600	2,400	-1,200
Irrigation	0	0	0
Fertilizer and plant protection	2,000	1,500	-500
Harvesting	3,600	3,600	0
Total	12,000	9,940	-2,060
Grain Yield (Kg)	900	1,110	210
Gross Income	15,750	19,250	3,500
Net Income	3,750	9,310	5,560

Sagar has not only extended IPOP rice cultivation to one acre, during this year, but also impressed those who were criticising the IPOP method.

Tribal Empowerment and Livelihoods

Gram Vikas is the implementing agency for the Odisha Tribal Empowerment and Livelihood Project (OTELP) in Thuamul Rampur and Lanjigarh blocks in Kalahandi district. The main goal is to facilitate convergence at the community level for watershed development, natural resource management, and agriculture; horticulture and off-farm income earning activities. It also aims to make government resources accessible to Adivasi communities.

Progress during the year

During the year, we undertook work in 88 villages, in the two blocks, and carried out capacity building activities in 67 villages.

The achievements in OTELP during the year include:

- Support for paddy and Ragi cultivation to 100 farmers in 25 hectares under Rashtriya Krishi Vikas Yojana
- Support for Rabi crops (broccoli, carrot, mustard, coriander) to 671 farmers in 31 villages
- Mango plantation under WADI scheme taken up in 31 villages covering 125 households
- Stone bunds built in 13 hectares of land in seven villages in Thuamul Rampur and 21 villages in Lanjigarh, and contour trenches dug in five hectares of land in four villages in Thuamul Rampur, for soil and water

conservation, under MGNREGS

- Seven farm ponds dug in eight villages in Thuamul Rampur and two in Lanjigarh

Partners

Odisha Tribal Empowerment & Livelihoods Programme of the ST & SC Development Department of Government of Odisha supports our work in tribal empowerment and livelihoods.

Members of the Maa Sidheswari Self Help Group in Kantabania village, Nayagarh, which manages the vermicompost production unit.





Rita Nayak with her child Khushi near the toilet bathing room unit in their house in Chanchadapalli village, Ganjam district,



Sanitation and Hygiene

The Sanitation and Hygiene focus area works towards integrating and deepening water and sanitation interventions to ensure better health and nutrition outcomes.

The following programmes come under this focus area:

- Construction of toilets-bathing rooms
- WASH+
- School sanitation

Construction of Toilets and Bathing Rooms

The MANTRA model of integrated development of rural communities for a dignified quality life has been Gram Vikas' approach to community development. The entry point of the MANTRA approach is an all-inclusive – participation of 100% of the households in a village – sanitation and water project.

Gram Vikas has demonstrated, over the past 25 years, in more than 1,400 villages, how rural communities come together to overcome age-old prejudices to make their villages open defecation free. The MANTRA approach prioritises the needs of women in the communities by including a bathing room along with the toilets and building a piped water supply system. These two steps result in enhanced dignity for women and reduced drudgery in their daily household chores.

Over the last few years, our work of supporting the building of household toilets and bathing rooms have been part of the Swachh Bharat Mission (SBM Gramin). The MANTRA approach, where each household contributes more than 50% of the cost of construction of their sanitation facility, is a time-intensive process.

Unfortunately, the target-intensity of the implementation of SBM meant that the administration began taking a less favourable view of Gram Vikas support. There was a rush to complete construction of the latrine units and show completion in the online records. As a result, we have deliberately reduced the scope of our interventions and decided to expand the work to only selected villages.

An additional difficulty, related to the procedural difficulties of SBM, was the exclusion of many households from the official SBM eligibility list. Many families, who did not have toilets, were not included in the lists, thus disabling their ability to get the ₹ 12,000 cash incentive provided by the mission.

Progress during the year

During the year, we supported the toilet and bathing room construction in 82 villages in Gajapati, Ganjam, Kalahandi, Keonjhar, Sundargarh and Nayagarh districts in Odisha, and Gumla district in Jharkhand. Of these, 22 villages with 1,509 households were newly taken up. We continued the work, with 2,842 households across 60 villages, started in the previous years. Of the total 4,351 households, 85% (3,705 households) completed construction work during the year. Twenty two villages became fully open defecation free (ODF) during the year.

Partners

The Swachh Bharat Mission (Gramin) substantially funded the construction of toilets and bathing rooms in the villages. The following donors provided additional financial support.

- The Bill & Melinda Gates Foundation, through PRADAN
- Tata Sponge Iron Ltd.
- Mahanadi Coalfields Limited
- Odisha Power Generation Corporation
- HDFC Bank

WASH+

The WASH+ programme, short for the intervention for “Integrating and Deepening Rural Water Sanitation and Hygiene Outcomes”, builds upon the first generation sanitation and water interventions under the MANTRA approach. Based on the intensive engagement with the partner communities and internally with the staff members, we developed a comprehensive programme design during the year.

The components of the WASH+ programme are:

- Safe disposal of excreta
- Water management
- Personal hygiene
- Kitchen sanitation
- Solid waste management
- Liquid waste management

The WASH+ programme focusses on further sensitisation for behaviour change and sustained practice adoption to enable better nutrition and health outcomes. It will make sure that everyone uses toilets, child faeces

Village General Body meeting in progress at A.Totapalli village, Ganjam.



are safely disposed of and communities and households handle water carefully; and everyone uses safe water. It aims to ensure proper liquid waste management at the household level through greywater diversion into nutrition garden and appropriate solid waste management practices at the household and the community levels.

The programme uses the Village Water and Sanitation Committee (VWSC) as the platform and key initiator of a change process. Women and adolescent girls' groups and children's platform at schools and villages are the other institutional fora for engagement.

Gram Vikas piloted the WASH+ programme approach across selected villages during the year. Based on the lessons learnt from these pilots, we will take up the programme on a wider scale in 2019 - 20.

Progress during the year

We implemented the WASH+ programme in 32 villages, in Gajapati, Ganjam and Nayagarh districts in Odisha and Gumla in Jharkhand. The important achievements during the year include:

- Adoption of practices for safe disposal of excreta, safe disposal of child faeces and sustainable use of toilets by 1,319 households in 13 villages
- Adoption of practices for water management and personal hygiene by 910 households in 12 villages
- Kitchen sanitation and household liquid waste management in 645 households of nine villages
- Setting up of backyard nutrition gardens by 2,581 households in 28 villages
- Setting up of the household 'water card'-based water demand management system in three villages in Gumla district, covering 209 households

Tutukoli village first gets tap water and now grows vegetables using greywater

Tukutoli is a small village inhabited by the Oraon community, in Raidih block of Gumla in Jharkhand. The villagers used to suffer from diseases like diarrhoea, typhoid and cholera. Open defecation was prevalent and there were few sources of safe water. There was an acute shortage of water in summer.

Today, every household in the village has a toilet and a bathing room (TBR), and piped water supply. "It was like a dream to get piped water supply in our house, which even families in cities do not get", said a villager.

The PoWER project implemented by Gram Vikas with financial support from the Bill & Melinda Gates Foundation through PRADAN helped the village realise this dream. The Village Water and Sanitation Committee (VWSC), formed as part of the project, got the responsibility for maintenance and governance of the piped water supply system and ensuring the proper usage of the sanitation infrastructure by all households. The committee collects monthly water charges from all households for the maintenance.

Everyone in the village expected Gram Vikas to leave after the completion of the TBRs and the commissioning of the piped water. But to their surprise, the staff of Gram Vikas started

mobilising the villagers for improvements in the nutritional status of families and management of greywater from the bathrooms and the third tap in the kitchens.

Smt. Jhariyo Oraon, a 40-year old woman, happily showed her nutrition garden to the staff of Gram Vikas. She has prepared channels to direct the greywater from the bathing room and the kitchen tap into the small nutrition garden. The small patch of land is filled with plants like papaya, brinjal, green chilli, local green leaves and even a mango tree! She says, "*hum is pani ke liye paise de rahe hain. Woh pani aise hi beh raha tha. Ab hum apne pani ka upyog sabzi ugane ke liye karte hai*" (We paid for the water which was flowing away - wasted. We now use the grey water to grow vegetables)". Investing just a rupee per day (₹ 30 is the monthly per-household water charge), she reaps larger benefits.

There are many such nutrition gardens in the village, 30 out of 57 households are using greywater to raise a nutrition garden in their backyard. The backyard nutrition garden initiative not only helps improve the nutritional status of the people but also solves the problem of wastewater stagnation, which otherwise would have given rise to newer diseases.



School Sanitation

We see our work in school sanitation as a pathway to build sustainable hygiene practice adoption in the larger community.

The approach has the following components:

- Access to adequate Water-Sanitation-Hygiene (WASH) infrastructure
- Toilets, urinals, hand-washing stations and waste disposal mechanism
- Safe drinking water
- Awareness generation and motivation among teachers and students to adopt hygienic practices, including proper use of toilets/urinals, hand-washing and proper disposal of solid and liquid wastes; and appropriate menstrual hygiene practices
- Enabling the school administration, school management committees, VWSCs and Gram Panchayats to support, guide and encourage the creation of hygienic and clean school environment
- Supporting the school administration to put in place suitable and sufficient systems and resources for maintenance of the WASH infrastructure



School sanitation infrastructure at the Bhutadihi Junior Basic School in Nayagarh.



Progress during the year

We continued the implementation of two projects initiated in 2017-18. We completed the work on piped water supply facilities in 54 schools, where model sanitation units had already been constructed by Gram Vikas, in Angul district, with support from NALCO. We established water supply systems with 10 schools having solar pumping systems, 11 schools with force lift pumps and the remaining 33 schools with electricity pumps.

Implementation of the HDFC Bank-supported project to construct 100 model sanitation units with access to piped water supply and hand washing facilities in schools in Nayagarh, Ganjam and Kalahandi districts that began in February 2018 achieved substantial progress during the year.

Progress of construction of school sanitation units

District	Units to construct	Civil works completed
Ganjam	4	4
Kalahandi	12	12
Nayagarh	84	60
Total	100	76

Partners

- NALCO
- HDFC Bank Parivartan



Mohan Majhi and Hiran Naik carry finished roofing sheets for the powerhouse of the renewed solar microgrid. In Maligaon village, Kalahandi district, Odisha.



Habitat and Technologies

Our work in Habitat and Technologies focuses on creating sustainable and dignified habitats and improving the physical quality of life for rural communities with renewable and appropriate technology options. Programmes in this focus area during the year were:

- Smart Community Interface
- Renewable Energy

Smart Community Interface

The Smart Community Interface Programme aims to develop a community-owned and managed model of information management that uses information and communication technologies to improve the quality of life of village communities in areas with limited physical access and connectivity.

The programme will put together the hardware architecture, content and software applications; and management mechanisms for village-level information-communication systems in remote villages without regular internet/mobile access.

The programme began in April 2018 in the form of a technology action research project focussing on selected villages in Thuamul Rampur block in Kalahandi and Jagannath Prasad block in Ganjam. At the outset, we focused on building technology interface in four areas.

- Agriculture information for farmers – price information from markets and inputs for improved agronomic practices
- Health and nutrition information for women and adolescent girls
- Services to migrant workers – communication with left-behind families and easier remittances
- Education – smarter learning opportunities for children in the villages

During the year, we were able to test the hardware configuration at the village level. We used Raspberry Pi devices to set up village-wide networks, which connects to smartphones of each user.

In agriculture, Gram Vikas tied up with Vriddhi Rural Prosperity, a start-up social enterprise for their 'I am Kisan' Android application. Villages in Jagannath Prasad block of Ganjam have taken up I-am-Kisan-based farm sector interventions.

Other aspects of the programme related to software development, institutional arrangements and business model development are being taken up.

Progress during the year

- Completed hardware installation in four villages in Ganjam and two villages in Kalahandi districts
- Developed cloud server interface software for the Raspberry Pi device
- 107 farmers regularly access content over mobile phones on improved farming techniques and pests, pesticides and price-related information through the I-am-Kisan interface
- Identified six village entrepreneurs and built their capacities to mentor other farmers; to download-upload data and undertake equipment repair and maintenance

As a result of the activities taken up under the Smart Community Interface programme, two new areas of work have emerged during the year:

- The exposure visit to the Tata Trust-supported-CInI implemented "Lakhpati Kisan Smart Village", in Keonjhar district, increased awareness and motivation among farmers to undertake more profitable farming activities. Eighty farmers from the project villages learned about advanced farming techniques, nursery raising, drip irrigation, net house, poly house etc.
- The work in villages in Thuamul Rampur block resulted in the design of a new programme around safe migration.

Partners

Oracle, through Charities Aid Foundation, supports our work in the Smart Community Interface Programme.

Men and women farmers at an interaction with farmers in Harichandanpur block of Keonjhar district during the exposure visit as part of the Smart Community Interface project.



Lunugundi brothers earn better through mobile phones, motorcycles and better farming practices

Magatha Pradhan and Upendra Pradhan, brothers from Lunugundi village in Jagannath Prasad block of Ganjam district, are pioneers. They are guiding other villagers on how to generate incomes from their hitherto unused backyards, by growing bitter gourd and ladies' finger in the summer season.

Gram Vikas helped the village carry out the water and sanitation programme 10 years ago. Lunugundi village piloted the Smart Community Interface programme. As part of the project, six farmer families went on an exposure visit to Keonjhar district to interact with the vegetable farmers there.

A training session in January 2019 by Gram Vikas along with its partner, Vriddhi Rural Prosperity Services, followed the visit. The training covered seed germination techniques, alternative farming practices, bed preparation etc. for vegetables such as bitter gourd, eggplant, ladies' finger and beans.

Magatha Pradhan, one of the trainees who had also been on the exposure visit, decided to cultivate bitter gourd. As a beginner, he cultivated it in 0.18 acres of land. He planted the bitter gourd seeds in the third week of January, soon after the training. He followed the techniques, from spacing to regular intervals of watering, and could see the results in March. He also convinced his brother, Upendra Pradhan, to do the same.

Upendra Pradhan planted bitter gourd in 0.10 acres of land and ladies' finger in 0.18 acres of otherwise barren land. He started the cultivation 15 days after his brother. Magatha Pradhan started getting the produce from the

middle of March onwards while his brother expects his first sack of bitter gourd and ladies' finger in the first week of April.

Buoyed by the vegetable market price update provided through SMS by the I-Am-Kisan application, which is a part of the Smart Community programme, the brothers decided to take up sale of the vegetables themselves thereby avoiding the traditional middlemen. Magatha carried 70-80 kgs of bitter gourd, once in three days, on his motorbike to either the Gandadhara (7 kms away) or Belguntha (21 kms away) markets and sold for a price of around ₹15-18 per kilogram. Upendra Pradhan plans to do door-to-door sales in the nearby villages.

In March 2019, Magatha earned ₹6,300 and Upendra expects to earn about ₹4,500. They will continue selling the produce till July.

"I was a little afraid before cultivating these vegetables as we were the only farmers (the two brothers and one more) in the village to start this venture. As I see the results now, I am confident of growing brinjal, ladies' finger and bitter gourd in the coming rainy season also. I am also planning to repeat this in next summer in a bigger plot of land, as I know the technicalities now", says Magatha Pradhan.

Other villagers have been observing them and want to start vegetable cultivation in the coming rainy season as well as next summer.

'We have found another crop to rely on for our livelihoods besides cashew during the summer season, and we are happy that we took this initiative', says Magatha Pradhan.

The happy farmers, Magatha and Upendra, in their bitter gourd field.



Bitter gourd crop ready for harvest in Magatha's field.



Renewable Energy

Our work in renewable energy spans water pumping solutions, decentralised electricity generation and home-lighting. We provide technical inputs, mobilise the community and strengthen institutions for sustained ownership and maintenance.

Use of solar water pumping solutions has helped bring down the cost of operations of community-owned piped water supply systems in addition to making piped water supply possible in villages with limited electricity connection.

The decentralised power generation work has resulted in communities having access to electricity throughout the year leading to better income-generating opportunities. Smart energy meters have been set up for easier tariff payments and load management. Trained local technicians ensure that the maintenance of these systems is done regularly.

Progress during the year

- Installed solar water pumping systems in 15 villages in Odisha and two villages in Jharkhand
- Established solar pumping for water supply in ten schools in Angul district
- Revived the micro-hydro power generation project in Karnibel village in Thuamul Rampur and initiated work on the revival and augmentation of the solar electricity project in Maligaon

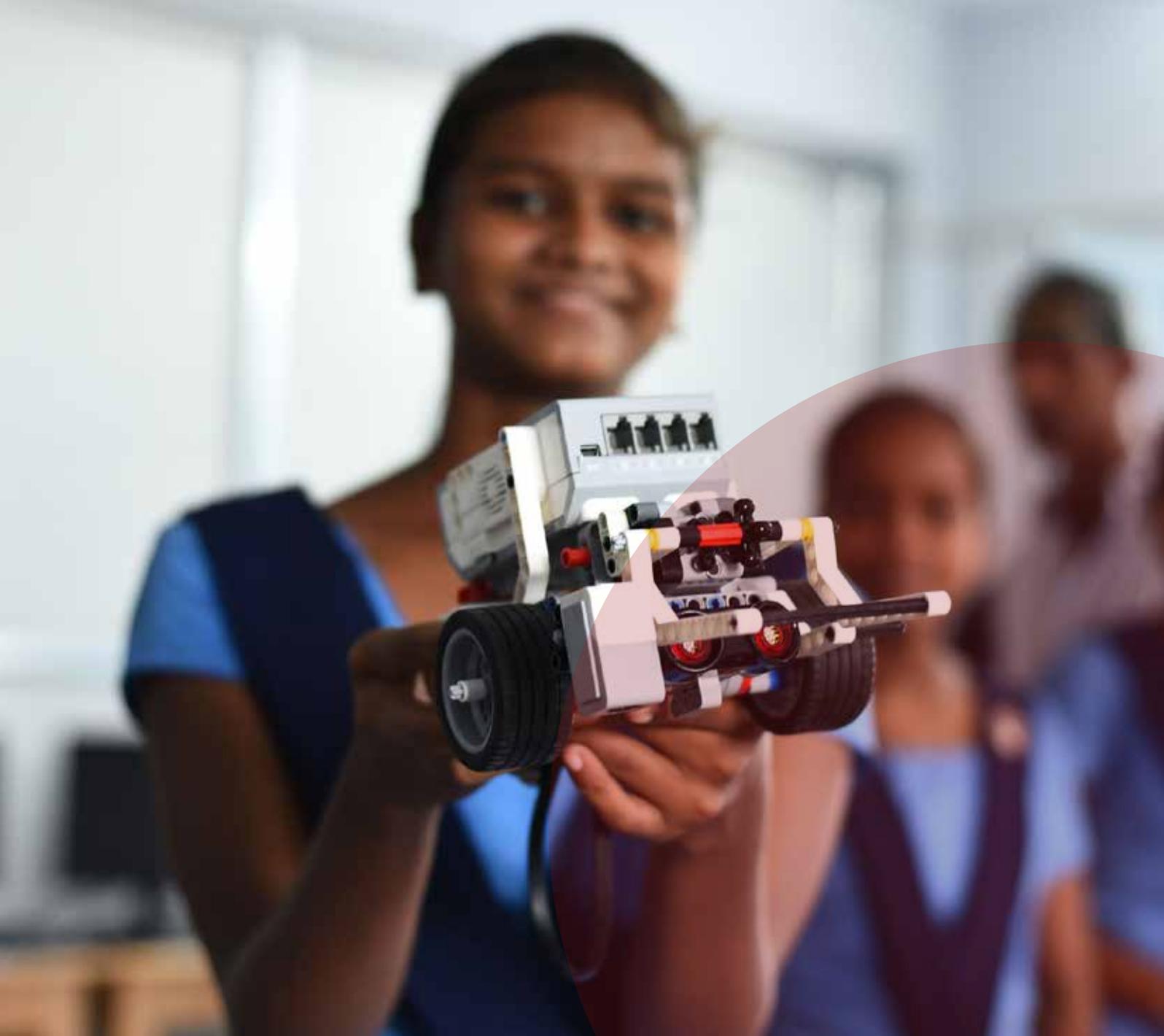
Partners

Sunlit Future collaborate with PDJ Foundation, Denmark, to support our work in solar pumping systems. Two SBI-YFI Fellows supported the revival of the micro hydro system and the solar power plant. Our donors for the piped water supply projects made available financial resources for the solar pumping systems.

Renovation work in the solar power project in Maligaon village, Thuamul Rampur, Kalahandi.

Jiripada village, Ganjam, supported by the PDJ Foundation and Sunlite Future with solar water pump for their piped water supply programme.





A student of Gram Vikas Residential School showing the Lego Mindstrom used in her school lab. In Kankia village, Ganjam district,



Education

Gram Vikas has established four residential, tribal, co-educational schools, which cater exclusively to children from the Adivasi communities in the districts of Ganjam, Gajapati and Kalahandi. We continue to provide technical and handholding support to the schools that are now run by independent entities.

Support to Gram Vikas Schools

Over the last few years, with support from Oracle, through the Charities Aid Foundation, we have been able to enhance the learning experience in these schools through effective application of information and communication technologies.

The schools have solar power back-up and internet connectivity and computer labs set up during 2015 - 17.

Teachers received training and support for developing lesson plans and using audio-visual and online content. The support enabled 28 classrooms in two schools to become smart classrooms with multimedia teaching aids.

Progress during the year

The work, during the year, focused on building more capacities to make the best use of the virtual classrooms infrastructure built over the previous years. E-learning materials are collected and shared regularly.

Teachers and students have regularised the use of multimedia teaching-learning methods. Teachers received training on topics including use of e-resources in smart classrooms, design thinking framework to promote leadership, communication and promoting critical and creative thinking among children.

Pratham facilitated a Science, Technology, Engineering and Mathematics (STEM) training. Azim Premji University facilitated a training of trainers on incorporating digital literacy in a multilingual set up.

Partners

- Oracle, through Charities Aid Foundation, India



A smart classroom in the Gram Vikas Residential School, Kankia.

Use of smart technologies enable the students to be more creative in their classroom presentations.





A community meeting in progress in Satapatia village, Nayagarh district, Odisha.



Village Institutions

Our work on strengthening Village Institutions is an overarching component across all the focus areas. Working with the village level institutions helps strengthen their capabilities, structures and processes to enable stronger self-governance. The objective is to ensure accountability, transparency and provide increased opportunities for potential leaders, more specifically women, to acquire leadership positions.

During the year, we prepared for more intensive efforts in strengthening village institutions as a core activity in the Gram Vikas Decade V programme. Substantial efforts were made to enhance staff level understanding and putting together capacity building materials. The field level efforts focused on:

- Strengthening Village Water and Sanitation Committees
- Enabling awareness for convergence with Panchayats

Strengthening Village Water and Sanitation Committees

Village Water and Sanitation Committees (VWSCs) is integral to all activities taken up by Gram Vikas in the villages. The VWSCs steer all development activities taking place in the village. Over time, the interaction between Gram Vikas and the VWSCs had reduced. There is a need for revival of these interactions and supporting VWSCs to improve their capabilities.

During the year, we conducted awareness sessions for members of 31 VWSCs across different districts.

Convergence with Panchayats

Panchayati Raj Institutions (PRIs), as local governments, play a crucial role in enabling local development. The potential of PRIs, especially the Gram Panchayats, in bringing about social and economic changes in rural Odisha has not been fully realised yet.

Enhanced citizen engagement with PRIs is one way of changing this.

The Village Water Sanitation Committees, supported by Gram Vikas, represent the entire habitation which is equivalent to the Palli Sabha – the most basic tier of the rural local governance structure in Odisha.

Gram Vikas has taken steps to make the VWSC leadership aware of their rights and responsibilities towards village development, understand the Gram Sabha and Palli Sabha's importance, and consolidate their aspirations and demands in Village Development Plan; and further incorporate the same in Gram Panchayat Development Plan.

During the year, 51 sessions helped the community and the VWSC representatives improve their awareness about the role and functioning of Panchayati Raj institutions.

Jugal, the water operator of Satapatia village, Nayagarh takes the water meter reading. He is responsible for the operations and maintenance of the piped water supply system in the village.



THE STATUS ASSESSMENT SURVEY

The Status Assessment Survey (SAS), a significant activity during the year, re-connected Gram Vikas with the villages which had set up water and sanitation systems with our assistance.

We constituted a special team with newly selected volunteers, as the core, with few senior staff supporting the interface with the local Gram Vikas teams and planning the schedules and logistics for the survey. The team used M-Water App (www.mwater.co) for data collection and preliminary analysis.

The SAS consists of two phases. In the first phase, the survey collects village-level data on the status of the village institutions, financial mechanisms and the piped water supply system. The second phase involves household level data-collection on the status of household sanitation facilities and behavioural patterns related to usage.

The SAS team completed the village-level survey in 10 districts, where local Gram Vikas offices were in place to facilitate the process. The first phase of the survey followed this process.

- Bringing on board the village communities by the local Gram Vikas staff
- Passing of resolution by the Village Water and Sanitation Committee to facilitate the survey
- Conduct of the survey by the team of volunteers using a pre-tested questionnaire schedule to go up including photographic evidence of key information

In the first phase, the team contacted 897 villages, in 279 gram panchayats of 69 blocks, in 10 districts. Of these, the team completed SAS in 846 villages which provided formal assent.

The findings from the village level survey will help Gram Vikas formulate village-specific strategies for taking up work under the Gram Vikas Decade V programme framework. The results from the SAS assessment will form the basis of our work in the Water and Sanitation and Hygiene focus areas in the coming years.

For the villages that completed the first phase, the second phase of SAS - the household level data-collection - will begin in April 2019.

DISASTER RELIEF AND REHABILITATION

We continued to use our experience in disaster management, especially in post-cyclone recovery and reconstruction, to help communities affected by the tropical cyclone Titli and migrant workers from Odisha caught up in the devastating floods in Kerala.

Relief and Rehabilitation in Cyclone Titli affected Areas

Tropical cyclone, Titli, hit the Bay of Bengal coast of India on 11 October 2018 affecting Odisha and northern Andhra Pradesh. Kerandi, Gangabad, Koinpur and Laxmipur gram panchayats (GPs) of Rayagada block in Gajapati district, and Buratal, Ankuli and Tumba GPs of Patrapur block in Ganjam district were among the worst affected. Gram Vikas, working in the area since 1986, was the first organisation to reach the worst affected areas.

Between October 2018 and February 2019, Gram Vikas supported the affected villages in relief and rehabilitation.

Immediate relief measures

- Distributed dry ration (rice flakes, gur, sugar, candles, ORS kit, tarpaulin sheet) among 2,000 households in 49 habitations of Laxmipur, Kerandi, Gangabad, and Koinpur GPs in Gajapati district

Health camps

- Organised three cluster-level awareness camps in collaboration with Cluster Health Centre, Rayagada.
- Conducted village-level awareness and counselling sessions in 30 villages
- Doctors and trained staff conducted health checks, awareness sessions and demonstration of water purification methods; and distributed halogen tablets and bleaching powder

Damage assessment survey

Teams of staff and volunteers visited 57 affected villages, across four GPs, to interact with every household and understand the damage to shelter and livelihoods. They then compiled the survey information to prepare GP-wise reports, which were shared with the administration as well as others for raising resources for long-term livelihoods rehabilitation.

Cash for work

For immediate rehabilitation through employment generation, The Cash for Work (CfW) activity was undertaken to support communities towards restoring productive assets, particularly land, and enable crop production at the earliest. Households took up activities including cleaning and clearing of cashew plantation, removal of mud/stones/debris from farm land, building farm bunds etc. Village-level committees planned and monitored the progress to ensure transparency.

District	Block	GP	Villages covered	Households benefiting	Work-days generated	Wages paid (₹)
Ganjam	Patrapur	Buratal	6	111	1,552	2,82,464
Gajapati	Rayagada	Kerandi	8	214	2,645	4,81,390
Gajapati	Rayagada	Koinpur	1	36	516	93,912
Gajapati	Rayagada	Laxmipur	11	330	4,513	8,21,366
		Total	26	691	9,226	16,79,132

Restoration of piped water supply systems

In partnership with the Rural Water Supply Sanitation (RWSS) division of Government of Odisha, we facilitated restoration of the piped water supply systems in 35 villages in Rayagada block. RWSS provided high density polyethylene (HDPE) pipes for replacement of pipelines damaged in the landslides. Gram Vikas mobilised the Village Water and Sanitation Committees to undertake the repair work and provided them with technical support.

Clothe-for-work programme with Goonj

Gram Vikas facilitated Goonj to take up the Clothe-for-Work Programme in the affected villages. As part of the initiative, the team took up community-

level rehabilitation activities such as repairing of roads, cleaning of drinking water sources, etc. The workers got drinking water and biscuits at the worksite. On completion of the collective task, each household received a package consisting of clothes, utensils, toys and other household utility items.

For indigent families, whose shelters had been fully damaged, received tent structures for setting up temporary shelters. The programme implemented in 58 villages in Rayagada and R. Udayagiri blocks of Gajapati district and six villages in Patrapur block of Ganjam district benefited 4,143 families. These villages are part of the Gram Vikas Mahendragiri cluster.

An old lady from Gajapati district who lost her home in Cyclone Titli.





Gram Vikas staff on emergency relief work in cyclone affected areas of Gajapati district.



Gram Vikas support during Kerala Floods

“Everywhere it’s just water. I don’t know what to do. I don’t know where I am. There is nobody here who speaks my language. I want to come back home,” this was the desperate voice of a young man from Thuamul Rampur block in Kalahandi, who contacted a Gram Vikas staff member over the phone from Kerala in August 2018.

The unprecedented floods that inundated Kerala affected a large number of migrant workers, some of whom were from villages that Gram Vikas has been working with. As part of the preparations for our work in Safe Migration, the project team of Gram Vikas in the Indravati Cluster had been in touch with some of these migrant workers. One of them relayed the distress message to a Gram Vikas staff member.

A rapid assessment showed that the flood affected 70 youth, who had migrated to Kerala from six villages of Thuamul Rampur block in Kalahandi. Most of the workspaces had shut down and people had to evacuate to relief camps. In the process, these youth, who stayed together normally, separated and found themselves among Malayalam speakers, making it impossible for them to communicate. Absence of a mobile network and electricity meant that they could not contact their friends or family.

As an immediate response, Gram Vikas set up a telephone control room at the Bhubaneswar office. The control room had both Odia and Malayalam speaking staff, who were on hand throughout the day.

Two staff members travelled to Kerala to find out the whereabouts of the persons stranded in Kerala. In coordination with local organisations and support of the Centre for Migration and Inclusive Development (CMID), the team met with the Odia youth in Kerala, provided them counselling support, and in some cases, connected them to their work supervisors.

The team kept the families in Odisha updated on their whereabouts. The team visited different places in Thrissur and Ernakulam districts. Over a seven-day period, the team contacted 57 persons from Thuamul Rampur block including some who were still in the relief camps.

The devastating floods terrified most of the youth and they wanted to come back to Odisha. The team counselled and convinced them to stay back to avail of the job opportunities that were already coming up. Mahendar Naik, of Tangiri village, had reached Kerala just a few days before the floods. When the team met him, he was doing post-flood cleaning work. “I am doing this work to save some money for the train journey to Odisha. I really need to go back home immediately. I am terrified of the situation.” But the team was able to convince him to stay back and find safe work.

FORTIETH ANNIVERSARY CELEBRATIONS

The 40th Anniversary of Gram Vikas (GV@40) gave an opportunity to celebrate our contribution to the dignified development of rural communities in Odisha and elsewhere. We used the occasion to engage with communities and local administrative leadership to highlight the contributions and reaffirm commitments to continued partnerships. Representatives from partner villages, elected representatives at the district, block and panchayat levels, fellow NGOs and media joined us in our celebrations at the cluster level. There were seven cluster level celebrations, with cultural programmes relevant to the local culture and work, followed by one central level celebration at Mohuda.





The Guests on the dais at the GV@40 event at Bhawanipatna.

Kalahandi Cluster

The first of the community level events of GV@40 was celebrated in Bhawanipatna on 28 December 2018. About 800 men and women representing partner villages from Kalahandi, Bolangir and Nuapada districts, and elected local government leaders, government officials, NGOs and friends from the media joined the celebrations.

Sri. Balabhadra Majhi, former Minister and MLA Lanjigarh was the Chief Guest at the event. Sri. Sujeet Kumar, Special Secretary, Government of Odisha; Smt. Santhi Majhi, Chairperson and Sri. Gobinda Pradhani, Vice Chairman, Thuamul Rampur Panchayat Samiti; Sri. Murlidhar Naik, Member, Kalahandi Zilla Parishad; Sri. Manik Chandra Nayak, Member, Western Odisha Development Council; and, Sri. Vijay Tripathy, Deputy Director, District Planning Office were the Guests of Honour. Artists from the Gram Vikas Shiksha Niketan Kumudabahal added colour and verve to the event.

Sundargarh Cluster

The second cluster level event was celebrated in Jharsuguda on January 5, 2018. More than 500 men and women leaders from villages in Bargarh, Sambalpur, Sundargarh and Jharsuguda districts joined us in the event. Sri. Kishore Kumar Mohanty, Chairman of Western Odisha Development Council was the Chief Guest. Sri. Anup Kumar Sai, former Member of Odisha Legislative Assembly; Sri. Bibhuti Bhusan Pattnaik, Collector & District Magistrate, Jharsuguda; Sri. Satyanarayan Dash, Project Director DRDA, Jharsuguda; Dr. Manoj Dash, Head CSR & Sustainability, OPGC, Jharsuguda and Sri. Sushil Kumar Das, Secretary SEWA were Guests of Honour.

Students from the Chikilpalli Primary School presented a group dance on safe sanitation while the Sukman troupe presented folk dance and music.



Students from the Chikilpalli Primary School performing group dance on safe sanitation at the Jharsuguda event.

Men and women from Pakartoli village performing the traditional welcome dance at the event.



Gumla Cluster

On 6 January, 2019, about 500 men and women from Saraikela-Kharsawan, Ramgarh and Gumla districts joined us in the celebrations for GV@40 in Gumla, Jharkhand. Sri. Sudarshan Bhagat, Minister of State for Tribal Affairs, Government of India was the Chief Guest of the day. Smt. Vimla Pradhan, former Minister and Member of Jharkhand Legislative Assembly; Sri. Esmile Kujur, President, Panchayat Samiti Raidih; Smt. Sukanti Devi, President, Panchayat Samiti Palkote; Sri. Sambhu Singh, Chairman, Child Welfare Committee, Gumla and Sri. Debanjan Ghatak, Team Coordinator, PRADAN Gumla were the Guests of Honour.

Men and women from Pakartoli village performed the traditional welcome dance. Khusman Nayak and team staged a drama on sanitation. Women representatives of Mahila Vikas Mandal from Raidih and Palkote, and Kalyani Mahila Sangh from Gola shared their experiences on the partnership with Gram Vikas.

Keonjhar Cluster

The fourth celebration of GV@40 was held at Keonjhar on January 10, 2019. Village community representatives from Angul, Dhenkanal, Deogarh, Keonjhar and Mayurbhanj districts participated. Sri. Badri Narayan Patra, Minister, School & Mass Education and Science & Technology was the Chief Guest for the occasion. Sri. R Somnath, Head CSR, Tata Sponge Iron Limited, Bileipada; Sri. Adikanda Behera, Block Development Officer, Keonjhar; Smt. Dharitri Rout, Secretary WOSCA; Sri. Goutam Naik, President VWSC Angarpada village; Sri. Rabindra Mohanta, Member VWSC, Angarpada village; Smt. Jamuna Tudu, Member VWSC, Tina Colony were the Guests of Honour. More than 700 men and women attended the event.

A group from Swara Niketan, Keonjhar performed an opening song and dance and artists from Baghua village, Dhenkanal, performed Danda Nrutya.



Address by Sri. Badri Narayan Patra, Minister, School & Mass Education and Science & Technology at Keonjhar.

More than 1,900 men and women from part of Ganjam, Kandhamal, Nayagarh and Puri districts participated in the celebrations at Rudhapadar.



Ghumusur Cluster

The cluster level celebration at Rudhapadar was held on 12th January 2019. Sri. Bikram Keshari Arukha, Minister of Parliamentary Affairs, Rural Development and Public Enterprises, was the Chief Guest of the day. Sri. Swaroop Sharma, Deputy Manager CSR, HDFC Bank Parivartan; Smt. Geetanjali Behera, Chairperson Panchayat Samiti Jagannathprasad; Smt. Sunanda Sahoo, Chairperson Panchayat Samiti Daspalla; Smt. Bina Dalabehera, Chairperson Panchayat Samiti Bhanjanagar, and WSri. Rankanidhi Patra, Member Zilla Parishad, Jagannathprasad were the Guests of Honour. More than 1,900 men and women from parts of Ganjam, Kandhamal, Nayagarh and Puri districts joined us for the celebrations.

Children from Gram Vikas Vidya Vihar School, Gayaganda, entertained with their songs and dances.



Sri. Bikram Keshari Arukha, Minister of Parliamentary Affairs, Rural Development and Public Enterprises, and other guests on the stage at the event in Rudhapadar.

Gajapati Cluster

Gram Vikas' Gajapati cluster celebrated the 40th Anniversary at Parlakhemundi on 15 January 2019. More than 1,200 men and women from partner communities from Gajapati, Rayagada and Koraput districts gathered for the same. Sri. K. Surya Rao, Member of Odisha Legislative Assembly, Parlakhemundi was the Chief Guest. Sri. Antarjami Gamango, Chairman Adivasi Unnayan Parishad; Sri. Laxmikanta Sethi, Additional District Magistrate, Gajapati; and Sri. Surendranath Behera, Executive Engineer, RWSS Parlakhemundi, were the Guests of Honour for the day.

Children from Mahendra Tanaya Ashram School, Koinpur, entertained the audience with song and dance performances.



Sri. Antarjami Gamango, Chairman Adivasi Unnayan Parishad, Guest of Honour for the occasion being welcomed by children of Mahendra Tanaya Ashram School, Koinpur.

Ganjam Cluster

The Ganjam cluster celebrated GV@40 on 16 January 2019 at Mohuda. This was the seventh and the last cluster level celebration. Sri. Surjya Narayan Patro, Minister of Co-Operation, Food Supplies & Consumer Welfare, Government of Odisha joined us as the Chief Guest for the day. The Guests of Honour were Sri. Kamakhya Prasad Patra, Chairman Panchayat Samiti Kukudakhandi; Sri. Pratap Chandra Pradhan, Block Development Officer, Kukudakhandi; Sri. Subash Chandra Rout, Tehsildar Kukudakhandi; Sri. Sudhir Rout, Social Worker; Sri. Kishore Chandra Patra, Social Worker and Sri. Santosh Chandra Choudhury, Sarpanch Banthapalli Gram Panchayat, Kukudakhandi Block.

About 800 men and women from partner communities were part of the celebrations. Children from Gram Vikas Residential School, Kankia, entertained with a special dance, drama and song.

Sri. Surjya Narayan Patro, Minister of Co-Operation, Food Supplies & Consumer Welfare, Government of Odisha, along with Guests at the Ganjam Cluster event at Mohuda.

About 800 men and women from partner communities were part of the GV Day celebrations at Mohuda.



The Grand Celebration at Mohuda

The 40th Anniversary of the Foundation Day of Gram Vikas celebrations took place at the Mohuda campus and during 21-24 January 2019. More than 1,000 persons, including our Governing Board Members, former & current colleagues, children from Gram Vikas Residential Schools, volunteers, SBI Youth for India fellows, friends and well-wishers, joined the celebrations.

The celebration on 22 January started from Tamana, the oldest village where Gram Vikas started its work in the 1970's. Communities from the Kerandimal hill region and Gram Vikas jointly celebrated 40 years of Kerandimal Gana Sangathan (KGS) and Gram Vikas. We felicitated the founding members of KGS for their contribution to the overall development of the region and for their continued support during the growth of Gram Vikas.

We paid tributes to departed colleagues who worked with us. Former colleagues, volunteers and friends got an opportunity to speak on their experience in Gram Vikas. We launched the revamped website of Gram Vikas (www.gramvikas.org). We released a book in Odia - Gram Vikas: 40 Varshara Itihasa - documenting the evolution of Gram Vikas over the four decades. We also relaunched our in-house Odia newsletter, the Gram Vikas Samachar.

The Gram Vikas staff participated in different sports and cultural competitions. Different programme units, field offices and the Gram Vikas residential schools put up display stalls, providing visitors glimpses of the work on the ground and the academic and artistic talents of the school children. The evening cultural programmes provided a venue for the school children and staff colleagues to present a variety of dance, drama and musical entertainment. Thematic workshops conducted for the staff on the new programme areas informed them about the themes and the new areas of work that are being taken up in the field.

Kahelo Chhadeiyani – Folk interpretation of Gram Vikas' 40 years

The Utkal Rangamancha Trust, a cultural organisation based in Bhubaneswar, prepared and staged a folk dance-drama presentation across the various events organised for GV@40, both at the cluster level and during the final event in Mohuda. Based on the traditional Chadheiya-Chadheyani dance form, the 25-minute presentation included the key milestones and programmes that Gram Vikas has taken up. Sri. Anant Mahapatra, noted Odia film and theatre activist and member of the Gram Vikas Governing Board, conceptualised the story and facilitated its production and direction. The audiences enthusiastically received the presentation.

Artists from the Utkal Rangamancha Trust, Bhubaneswar performed the Gram Vikas story through a folk dance-drama.

Kahelo Chhadeiyani - dance drama depicting the 40 years' history of Gram Vikas.



GOVERNANCE AND MANAGEMENT

General Body

Gram Vikas is registered under the Societies Registration Act 1860, at Cuttack, Odisha. The General Body of the Society elects the Governing Board as per the rules and regulations of the Society. The General Body amended the Rules and Regulations of the Society in January 2019, wherein the tenure of the members of the Governing Board was revised to bring in more efficiency and facilitate effective governance.

The Annual General Body meeting of the Gram Vikas Society was held on 20 July 2018 and adjourned for reconvening on 16 November 2018. A special General Body meeting was held on 21 January 2019.

Governing Board

The Governing Board of Gram Vikas consists of 11 members and the Executive Director, as ex-officio Secretary.



Ananta Mohapatra, *Member*

Anant Mohapatra is a noted theatre personality from Odisha, founder of the Utkal Rangmancha Trust and associated with several cultural initiatives in the State. He has been a member of Gram Vikas Society since 1999.



Biren Bhuta, *Member*

Biren Bhuta has had varied stints in Standard Chartered Bank, NDTV, and International Union for Conservation of Nature. Most recently, he was the Chief of CSR, Tata Steel in Jharkhand and Odisha. He is a graduate of Indian Institute of Management, Kolkata. Biren Bhuta joined Gram Vikas Society in 2019.



Damodaran Thankappan, *Member*

Damodaran Thankappan is a well-known trade union leader and social worker. He has been part of Gram Vikas Society since 1984.



Debiprasad Mishra, *Member*

Debiprasad Mishra, a former professor at the Institute of Rural Management Anand (IRMA), Gujarat, has been a member of Gram Vikas Society since 1998. He served as the Executive Director of Gram Vikas from July 2015 to September 2017.



Joe Madiath, *Chairman*

A development worker who came to Odisha in 1971, Joe founded Gram Vikas in 1979 and served as its Executive Director till 2013. A globally recognised social entrepreneur, Joe has been a part of several committees of the Governments of Odisha and India.



Meena Gupta, *Member*

Meena Gupta was part of the Indian Administrative Services' 1971 batch of Odisha Cadre. She occupied senior positions in the Governments of Odisha and India in the areas of health, labour, tribal affairs, and environment and forests. She has been a member of Gram Vikas Society since July 2016.



Namrata Chaddha, *Member*

Namrata Chadha is a lawyer by profession and advisor to various non-profits, public and private institutions. She was formerly a member of the Odisha State Commission for Women, and is on the POSH Committee of eight institutions including State Bank of India and Mindtree Technologies. She joined Gram Vikas Society in 2019.



Pradosh Chandra Mohanty, *Member*

Pradosh Chandra Mohanty retired from the Income Tax Department in 2018, as the Chief Commissioner of Income Tax, Andhra Pradesh. He joined Gram Vikas Society in 2019.



Ram Shankar, *Treasurer*

Ram Shankar is a Chartered Accountant, exporter, and businessman working in the leather industry. He is credited with the first book published in India on Accounting and Financial Management of NGOs. He has been a member of Gram Vikas Society since 2008.



Sanjeev Nayak, *Member*

Sanjeev Nayak is an entrepreneur in Information Technology, and Trustee of the Silicon Institute of Technology, Bhubaneswar. He joined the Gram Vikas Society in July 2016.



Veena Joshi, *Member*

Veena Joshi is an expert in the field of rural and renewable energy. She has worked with the Swiss Agency for Development and Cooperation and Tata Energy Research Institute, Delhi and has served on the advisory groups for UNDP and Shell Foundation. Veena has a PhD in Physics from Indian Institute of Technology, Kanpur. She joined Gram Vikas Society in 2019.



Liby T Johnson, *Executive Director & ex-officio Secretary*

Liby Johnson is a development management professional with 23+ years of experience with government, non-government and international development organisations. Before joining Gram Vikas, he worked extensively with rural communities across Bihar, Jharkhand, Odisha, Kerala and Tamil Nadu in livelihoods, disaster management, habitat development and alternate energy. Liby was instrumental in setting up a national level resource organisation to adapt experiences and lessons from Kerala to other states under the National Rural Livelihoods Mission. Liby joined as Executive Director and ex-officio Secretary of Gram Vikas in October 2017.

The Governing Board met four times during the year on 27 April, 20 July and 16 November 2018; and on 21 January 2019.

Management Team

The Management Team supports the Executive Director in day-to-day programmatic and administrative functions. The Management Team in 2018-19 consisted of the following members:

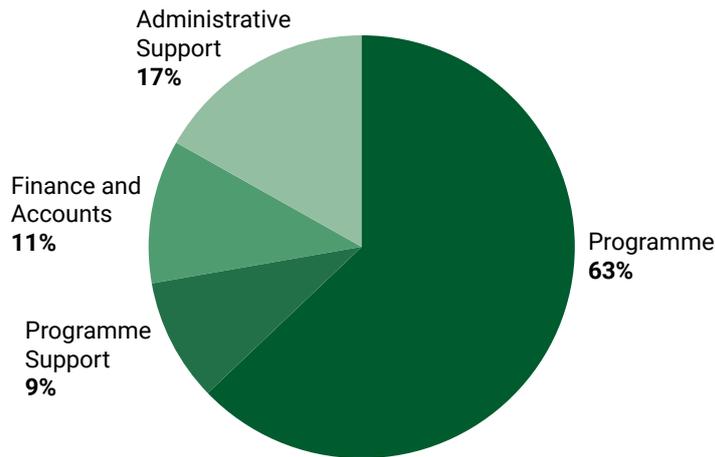
Name	Management Area
Ashutosh Bhat	Water, Habitat & Technologies
Apurva Ghugey	Sanitation & Hygiene
Chandramohan Patnaik	Finance & Accounts
Chinmaya Misra	Water
Debashis Hota	Human Resources Development
Gangadhar Panigrahi	Water, Government Liaison
Joseph Kalassery	Water, Habitat & Technologies
Nirmal Kumar Panda	Sanitation & Hygiene, Government Liaison
Pratap Chandra Panda	Livelihoods
Ranjan Kumar Patnaik	Finance & Accounts
Rutambhara Misra	Monitoring
Sangita Patra	Documentation & Communication
Sojan K Thomas	Sanitation & Hygiene, Water
Sanjoy Kumar Sabud	Livelihoods
Sukanta Bhattacharya	Human Resources Development
Urmila Senapati	Livelihoods

HUMAN RESOURCES

Staff Profile

Gram Vikas had 257 employees as on 31 March 2019. This is slightly less than the 260 persons in the previous year. The proportion of women employees increased by 2% from the previous year to 17% in 2018 - 19. During the year, 45 employees left the organisation with a net staff turnover of less than one percent. Forty two new persons joined Gram Vikas in the past year. The net turnover of staff was less than 1%.

Break-up of employees by nature of work



The Community Professionals Programme

The Gram Vikas Governing Board had approved in January 2018, the Community Professionals programme as a key component of the human resources strategy for Gram Vikas Decade V. Under this, young men and women from Gram Vikas' partner villages and alumni of the Gram Vikas schools will be offered opportunities to work with Gram Vikas. After five years of engagement, these youngsters will be supported to obtain higher education in an area of their interest.

We took the first step towards implementing this plan, when we identified youngsters for the conduct of the Status Assessment Survey. In May 2018, 46 men and women joined as SAS volunteers. Of them, 41 persons passed through a selection process. We offered 29 of them full-time employment in Gram Vikas starting 1 April 2019. We hope that these youngsters will form the core of Gram Vikas' human resources in the coming years.



The first batch of village volunteers who conducted the Status Assessment Survey.

Performance Management System

We took several initiatives during the year to improve the quality of the human resources. The HR assessment carried out during 2017-18 had recommended a new cadre and compensation structure for the organisation. This came into effect from 1 April 2018.

We implemented the Performance Management System (PMS) that provides for continuous performance assessment and handholding during the year. The Gram Vikas PMS consists of an employee-level Annual Performance Plan that lists the key result areas for each person and specifies the measurable indicators against each performance area.

The performance plan is developed in a participatory manner, with the concerned employees and their supervisors working together with a facilitator to identify priority areas for each person to prepare the plan. In the first year of its implementation, 123 employees and their supervisors worked together to prepare Annual Performance Plans.

Employees Manual

The Gram Vikas Employees Manual is a comprehensive guideline for all personnel and human resource related matters. The Governing Board approved the manual, which became operational during the year.

Technology Application

We fully rolled out the personnel management software application, tested in 2017-18, during this year. Employees were incentivised to obtain Android smartphones loaded with the Urna HR Application. All employees mark the daily attendance using the application. Leave and tour requests are made and approved on the App.

Internal Complaints Committee

The Internal Complaints Committee (ICC) of Gram Vikas functions by the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. The committee has five internal members and one external member.

The committee received one complaint in the reporting period, against which it initiated the enquiry within a week. It verified the statements (both verbal and written) received from the complainants and defendants and held one-to-one discussions to understand the issue in detail. Both the parties received the report generated by the committee. Based on the recommendations from the ICC, Gram Vikas let go of three employees and issued a written warning to the other three to improve their conduct.

Staff Development Cell

We set up the Staff Development Cell, in 2017-18, for carrying out necessary and relevant capacity building activities. These will prepare the human resources of Gram Vikas for taking up revived and new responsibilities in line with the Gram Vikas Decade V strategic and programmatic approach. The Cell started full-fledged functioning during the year. We deputed four full-time personnel to work in the Cell, headquartered in Mohuda.

The activities of the Cell include the following.

For current staff:

- Training needs assessments
- Preparation of training modules and materials
- Conduct of training programmes at different levels
- Monitoring of training programmes
- Impact assessment of capacity building activities

For new staff:

- Design of induction programme for various levels of new recruits
- Conduct of induction programme
- Support to programme teams for evaluation of new recruits prior to confirmation of employment

General activities:

- Liaison with subject-matter experts and resource persons for content development and training delivery
- Coordination with training/academic institutions for specific training programmes

During the year, the Cell organised 25 programmes, covering 577 participants. A total of 176 staff members benefited from these programmes. Three programmes were conducted for 81 newly inducted volunteers.

Training programmes outside Gram Vikas

Topic	Thematic Areas	Training Institution	Participants
Training and facilitation in hydrogeology to enhance civil society’s capabilities in watershed and groundwater management	Water Source Sustainability	ACWADAM, Pune	4
Training on water budgeting	Water	WOTR, Ahmednagar	3
Training on groundwater management and governance	Water Source Sustainability	ACWADAM, Kolkata	2

Exposure visits

Host organisation	Related focus area of Gram Vikas’ work	Topics covered	Number of staff attending
MSSRF, Koraput	Sanitation and Hygiene	Kitchen gardening	9

In-house training programmes

Thematic area	Subject matter	Resource person	Staff category	Participants
Water	Water Quality Management	Internal	Field Supervisors	2
Water	Springshed Management	Dr. Himanshu Kulkarni & Siddharth Patil, ACWADAM	Field Supervisors	22
Livelihoods	Forest Rights Act	Bibhore Deo, Ranjita Pattnaik, and Aditya Prasad Panda, Vasundhara	Project Coordinators, Field Supervisors	13
Sanitation and Hygiene	Integrated WASH	Beena Govindan, Jalanidhi	Field Supervisors	60
Sanitation and Hygiene	Construction basics	Internal	Field Supervisors	36

Thematic area	Subject matter	Resource person	Staff category	Participants
Sanitation and Hygiene	Kitchen Gardening (Trainer's Training)	Akshaya Panda, MSSRF	Field Supervisors	19
Sanitation and Hygiene	Kitchen Gardening	Akshaya Panda, MSSRF	Field Supervisors	20
Village Institutions	Panchayati Raj	Binoy Acharya, UNNATI	Field Supervisors	53
Human Resource Development	Orientation on Performance Management System and use of Urna App	Internal	Field Supervisors	119
Finance & Accounts	Improved accounting practices	Bibhuti Bhushan Misra	Accountants	33
Management	Causing Incredible Performance	Prof. C Balaji	Management Team	12
Management	Fundamentals of Project Management	Ranjeet Ranade & Arup Ghosh Dastidar TREE Society	Cluster Managers, Project Coordinators & Junior Managers	66
Management	Team Building	Influidity Solutions	Cluster Managers, Project Coordinators & Junior Managers	23
Status Assessment Survey	Volunteer Orientation Programme	Internal	Volunteers from Operational Villages	81

Fellows, Interns and Volunteers

Gram Vikas continued to provide opportunities for academic and professional volunteers and interns to learn, experiment and contribute. Several national and international academic institutions partner with Gram Vikas for mid-course internships/projects.

IBM Corporate Service Corps

Gram Vikas hosted volunteers from IBM under the Corporate Service Corps programme. Three IBM professionals, from different parts of the world, spent four weeks in Gram Vikas, supporting a review of our processes and programmes with the objective of developing individual components of a roadmap for expansion and scaling up based on the Gram Vikas Decade V framework.

- Felipe Rodrigues Sandin, Relationship Representative from IBM Credit LLC, Brazil
- Hana Tomeckova, EMEA Infrastructure Programme Manager from IBM Global Services Delivery Centre, Czech Republic
- Sarah Horner, Project Manager from IBM United Kingdom

During their stay, the volunteers held intensive interactions with senior managers and staff at different levels. They visited several field locations and interacted with the community partners. They presented a report with specific action points, which we have taken up and are at different stages of implementation:

- Development of an intranet for use by employees
- Data repository for transparency and easy retrieval
- Target and KPI setting for better job clarity and performance mapping
- Skills matrix that captures existing skill-sets of employees
- Starting an "idea log" for meaningful sharing of employee ideas

The partnership with the SBI Foundation – Youth for India fellowship continued during the year

SBI YFI Fellows during period up to August/October 2018

Name	Domain & Project	Location
Prachi Dillip Makde	Domain - Education Event and Activity Based Learning with Teaching-Learning Methods and to initiate a process to inculcate universal human values in children	Thuamul Rampur, Kalahandi
Rohan Nair	Domain - Education Initiate a process to encourage Innovation and Design in the schools with Computer Education and Programming (Scratch & Lego)	Thuamul Rampur, Kalahandi
Apurva Vijay Ghugey	Domain - Health Health Promoting School [HPS] and Dental Health - Screening and Treatment in rural tribal community	Thuamul Rampur, Kalahandi
Parij Pran Borgohain	Domain - Technology & Alternate Energy To revive a non-functioning Micro-Hydro Electricity Project in Tribal Villages	Thuamul Rampur, Kalahandi
Sonal Ramdey	Domain - Education Life Skills - an intervention programme for adolescents	Rudhapadar, Ganjam
Zeenat Tinwala	Domain - Education Develop and design modules to make the school a place for harmonious development of the students	Rudhapadar, Ganjam
Rohit Kumar	Domain - Education Socio-legal Learning and Functional Literacy	GV Residential School, Konkia
Saanaee Viraj Naik	Domain - Livelihood To provide an alternative livelihood and a source of organic fertiliser by providing infrastructure, and logistical and training support for the production of vermi-compost to tribal farmers in Odisha	Koinpur, Gajapati
Priya Krishna Madig	Domain - Education Arts curriculum and herbal garden	Koinpur, Gajapati
Abhipsha Mahapatro	Domain – Livelihood To train a SHG to cook and market finger millet products, particularly Ragi Chips and find appropriate market linkages	Koinpur, Gajapati
Krishna Geeta Kasturi	Domain - Livelihood Alternative livelihood via mushroom cultivation	Koinpur, Gajapati
Siddhant Gupta	Domain - Health & Sanitation Implementing a Mobile App based health information system for maternal and child health	Koinpur, Gajapati
Sivaramakrishna	Domain - Rural Livelihood Strengthening of SHGs by reviving a defunct cashew processing unit	Koinpur, Gajapati

Name	Domain & Project	Location
Akshay Modi	Domain - Self Governance Strengthening and empowerment of local self-governance institutions	Badabafra, Kalahandi
Prakhar Andlay	Domain - Livelihood & Self Governance Reviving a loss-making Muri (puffed rice) processing unit and working on the capacity building of Self-Help Group (SHG) members through literacy	Badabafra, Kalahandi

SBI YFI Fellows during period up to August/October 2018

Name	Domain & Project	Location
Aakriti Bisht	Domain – Education To set up evening classes in Tangiri village so that children have access to quality education	Badabafra, Kalahandi
Eshaan Salim Patheria	Domain – Alternate Energy Maligaon Solar Energy Micro-Grid - To restore access to electricity 24x7 to the people of Maligaon	Badabafra, Kalahandi
Roohi Kasim Patel	Domain – Social Entrepreneurship Assisting Angai, a self-help-group run Soap business from Aarsilingi in creating market linkages	Koinpur, Gajapati
Shubham Singh	Domain – Education Education through Innovation: Kindling the Concealed Talent of Students	Gram Vikas Residential School, Kankia
Neetha Geeth Josoni	Domain – Education Enhance computer, English, aptitude and financial skills of students, teachers and villagers	Gram Vikas Residential School, Kankia
Anna Keerthy George C	Domain – Health Improving the health condition of the village community through nutrition garden, hygiene practices and menstrual hygiene awareness	Rudhapadar, Ganjam
Pragati Jain	Domain – Education Set up an after-school learning centre	Rudhapadar, Ganjam

Volunteers

Name	Affiliation	Period	Nature of work
Meher Kaur	University of Richmond, United States of America	May - Jun 18	Support for training of SAS volunteers
Melissa Frateantonio	Durham University, United Kingdom	Jul - Aug 18	Improving design of "Water Quality" and "Smart Community" programme frameworks; creation of content (photo stories, blog, infographics) for social media
Alice Kostrzewa	Leeds, United Kingdom	Sep - Nov 18	Impact assessment of Gram Vikas interventions on the lives of women in rural Odisha

Interns

During the year, we hosted 24 interns from Sambalpur University; Shiv Nadar University, Noida; Institute of Rural Management Anand; Xavier's University, Bhubaneswar; XIME, Kochi; and Azim Premji University, Bengaluru.

Name	University/Location	Period	Nature of work
Ankita Elizabeth Mathews	Azim Premji University, Bangalore	May - Jun 18	Shift in the health and sanitation status of women; a comparative study pre - and post - WatSan intervention by Gram Vikas
Priskila Kiro	Sambalpur University, Odisha	Jun - Jul 18	Support to the Status Assessment Survey
Arati Dungdung	Sambalpur University, Odisha	Jun - Jul 18	Support to the Status Assessment Survey
Barsharani Patel	Sambalpur University, Odisha	Jun - Jul 18	Support to the Status Assessment Survey
Sanjeeb Mohanta	Sambalpur University, Odisha	Jun - Jul 18	Support to the Status Assessment Survey
Shashank Kapoor	Shiv Nadar University, NOIDA	July - Aug 18	Generation of Village Report from Status Assessment Survey and piloting of the household survey questionnaire
Sheryansh Doshi	Shiv Nadar University, NOIDA	Jul - Aug 18	Land, Crop and Tele-mapping of identified villages for implementation of the Smart Community Project
Sangeeta Mandal	Shiv Nadar University, NOIDA	Jul - Aug 18	Generation of Village Report from the Status Assessment Survey and piloting of the household survey questionnaire
Neha Kumari	Shiv Nadar University, NOIDA	Jul - Aug 18	Generation of Village Report from Status Assessment Survey and piloting of the household survey questionnaire
Nehal Jivabhai Dasa	Institute of Rural Management, IRMA	Oct - Nov 18	Survey, data analysis and data representation of cyclone Titli affected villages
Anjuna V K	Institute of Rural Management, IRMA	Oct - Nov 18	Survey, data analysis and data representation of cyclone Titli affected villages

Name	University/Location	Period	Nature of work
Abhigyan Choudhury	Institute of Rural Management, IRMA	Oct - Nov 18	Support in qualitative research as part of the Status Assessment Survey
Parth Shah	Institute of Rural Management, IRMA	Oct - Nov 18	Support in qualitative research as part of the Status Assessment Survey
Amrit Visa	Institute of Rural Management, IRMA	Oct - Nov 18	Support in qualitative research as part of the Status Assessment Survey
Deepak Dayal Sharma	Institute of Rural Management, IRMA	Oct - Nov 18	Survey, data analysis and data representation of cyclone Titli affected villages
Gaurav Singh	Institute of Rural Management, IRMA	Oct - Nov 18	Survey, data analysis and data representation of cyclone Titli affected villages
Pranay Goel	Institute of Rural Management, IRMA	Oct - Nov 18	Survey, data analysis and data representation of cyclone Titli affected villages
B Tanya	XIME, Kochi	Oct - Nov 18	Survey to ascertain impact of toilet construction under Swachh Bharat Mission; collection of case stories
Abhijit Mishra	Xavier's University, Bhubaneswar	Nov 18 - Jan 19	Survey and documentation of water source sustainability, soil conservation and plantation projects villages
Animesh Pradhan	Xavier's University, Bhubaneswar	Nov 18 - Jan 19	Survey and documentation of water source sustainability, soil conservation and plantation projects villages
Anindya Shankar Dash	Xavier's University, Bhubaneswar	Nov 18 - Jan 19	Survey and mapping of traditional cultivators of rice
Barsha Bismita	Xavier's University, Bhubaneswar	Nov 18 - Jan 19	Survey and documentation of communities for FRA project
Shweta Srivastava	Xavier's University, Bhubaneswar	Nov 18 - Jan 19	Survey and documentation of communities for FRA project
Swarga Santosh Mohanty	Xavier's University, Bhubaneswar	Nov 18 - Jan 19	Survey and mapping of traditional cultivators of rice

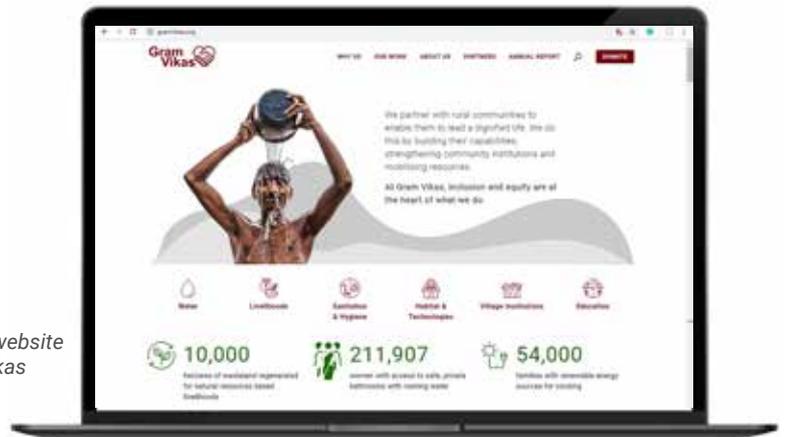
COMMUNICATIONS

We strengthened our efforts in communications during the year. We created a Strategic Communications function to facilitate the flow of information within and outside the organisation. Internal capacities are being built to make this a regular part of our work. Priya Pillai, a Strategic Communications Consultant, is supporting the initial work in this area.

Revamped Website

We have a fully revamped website - www.gramvikas.org. Extensive user research helped understand the perceptions and expectations of a wide range of stakeholders, based on which we finalised the design and content.

Revamped website for Gram Vikas



Social Media

During the year, we streamlined and strengthened Gram Vikas' presence in the social media platforms – Facebook, Twitter, LinkedIn, Instagram – and YouTube. Our Facebook account saw a 100% organic growth, without any marketing spend, enabled by regular posting of relevant content and renewed storytelling efforts of Gram Vikas' work.

Content Creation

There is now a systematic process for content production for the website and social media. During the past year, the team generated 103 pieces of content including 57 videos, 18 stories, 12 features, eight photo essays and eight news reports. The Gram Vikas Blog, on the website, published 36 of these content pieces. These were also featured in our social media platforms. Gram Vikas photo archives became richer with 13,324 photographs strengthening our efforts in visual storytelling, supporting project reporting for donors and campaigns on social media.

Newsletter in Odia

We resumed publication of Gram Vikas Samachar, the in-house Odia newsletter, which used to be the key medium to reach out to our partners and well-wishers in Odisha. We released the first edition during the Gram Vikas 40th Anniversary celebrations. The first few editions will be printed. Efforts are being made to create an online version of the newsletter that can be shared across platforms such as Facebook and WhatsApp.

Gram Vikas Newsletter, Samachar



MEDS LEARNING EXCHANGE PROGRAMME

Gram Vikas participated in the learning exchange programme with International Initiative for Impact Evaluation (3ie) and Emory University to understand the different approaches that promote the use of latrines in Odisha. Leveraging three different organisational perspectives (evaluation funder, practitioner and researcher) the goal of the learning exchange was to understand how different sanitation behaviour change programmes have worked on the ground.

The programmes implemented by Emory University and Gram Vikas took different approaches to promote latrine use.

The learning exchange documented that Gram Vikas' MANTRA approach focuses on community-led construction, following a set of technical standards, with water supply used as an incentive to encourage community commitment. The community corpus fund, labour contribution and setting up of village sanitation committee with equitable representation for men and women and different social groups are features of this approach. The MANTRA approach requires intensive work over two to three years in each village.

Emory University's Sundara Grama (Beautiful Village) is a low-cost, scalable intervention rolled out within six months, where focus is centred on community participation, encouraging positive deviant households, safe disposal of child faeces, and repair costs to make latrines functional.

The learning exchange report inferred that:

- water supply and latrine design work as incentives for latrine construction and use
- community leadership and ownership matter for sustainable sanitation
- social and cultural norms affect programme participation
- latrine use measurement can be tricky and prone to bias

Irrespective of the approaches followed, understanding field realities, context-related complexities, social norms etc., makes for effective sanitation programmes that can improve lives.

The Bill and Melinda Gates Foundation funded the learning exchange programme.

ACCOUNTING AND FINANCE

Statutory Compliances

During the year, we complied with all the statutory requirements within the specified time limits. Income Tax, GST and FCRA related filings and returns were made in time. Compliance with Provident Fund and related labour laws have also been regular.

Statutory Audit

M/s NRSM Associates Cuttack continued as the Statutory Auditor for Gram Vikas during 2018 - 19.

Internal Audit

M/s BBM & Co. Bhubaneswar continued as Internal Auditors during the year. The internal audit team conducted concurrent checks of all financial transactions. The scrutiny of books and records are followed up with periodic field level verification and checks.

Technology applications

Efforts, begun in the previous year, to strengthen the accounting and book-keeping functions bore results during the year. The accounting software deployed across Gram Vikas' offices is now linked to a central server in Bhubaneswar for updates on a real-time basis. The management is now able to exert better control over the accounting processes and get faster flow of information.

Work is progressing on developing the Programme Finance Management Information System, which will be integrated with the accounting information from the Tally software. This will help with automatic report generation using spreadsheets customised to the needs of specific projects and activities.

Mr. Bibhuti Mishra, Chartered Accountant, was engaged as a Consultant for creating an integrated financial reporting and information system for Gram Vikas.

Internal Systems

Internal control processes were also strengthened. The Gram Vikas Procurement Manual was revised and issued during the year. Steps were taken to centralise fund transactions with a view to achieving better control and efficiency. As a first step, payment of salaries, earlier done at the level of each office, is now being made from the administrative office. Vendor payments of higher values have also been moved to the administrative office.

BALANCE SHEET

as at 31 March 2019

Particulars	As at 31.03.2019 [₹]	As at 31.03.2018 [₹]
1. Liabilities		
General Fund	33,66,97,457	33,70,99,269
Capital Asset Fund	8,79,21,986	9,55,97,435
Dairy Development Fund	1,80,551	1,80,551
Other Funds	12,02,06,495	12,06,59,950
Current Liabilities and Provisions	2,86,15,403	1,85,37,154
Total	57,36,21,892	57,20,74,359
2. Assets		
Project Funds	5,15,95,490	6,44,26,425
Fixed Assets	8,79,21,986	9,55,97,435
Investments	20,31,14,950	20,73,99,849
Current Assets	20,95,86,399	20,46,50,650
Deficit to be set off against future income	2,14,40,067	-
Total	57,36,21,892	57,20,74,359

As per report of even date

For: N R S M & ASSOCIATES
Chartered Accountants

N R Ray, FCA
Partner
Membership No. 055448

Place: Bhubaneswar
Date: 19th July 2019

For: Gram Vikas

Joe Madiath
Chairman

R. Sankar
Treasurer

Liby T. Johnson
Executive Director

INCOME AND APPLICATION ACCOUNT

for the year ended 31 March 2019

Particulars	Year ending 31.03.2019 [₹]	Year ending 31.03.2018 [₹]
1. Income		
Donations	3,79,675	6,00,000
Interest Income	55,65,154	56,04,312
Add: Interest income earned on donor funds - Grant-in-aid	3,84,509	1,62,778
Add: Interest income earned on donor funds - CSR grants	-	8,968
Income from Investments	2,48,85,040	2,93,38,938
Income from Sale of assets	11,885	2,72,626
Reimbursements	8,55,117	12,98,281
House Rent Income	6,41,171	8,43,408
Miscellaneous Income	7,75,063	13,56,363
Liabilities written back	99,073	1,53,750
Overhead recoveries from the projects	81,55,040	1,08,11,694
Income Accumulated U/s. 11(2) during the FY 2016-17 (Pass through Entry)	60,00,000	-
Total	4,77,51,727	5,04,51,118
2. Application		
Application - Programme - Revenue		
Social Education & Empowerment	-	29,80,338
Community Health	-	18,607
Rural Sanitation & Drinking Water Supply Systems	-	1,80,76,748
Natural Resources Management	-	28,81,252
Sustainable Livelihood Programmes	-	6,63,454
Livelihood Enabling Rural Infrastructure	-	16,78,019
Programme Planning, Documentation & Dissemination	-	21,92,913
Programme Coordination & Monitoring	-	1,54, 54,960
Water	56,37,809	-
Livelihoods	31,14,166	-
Sanitation & Hygiene	58,25,087	-
Habitat & Technology	6,85,884	-
Education	14,35,443	-
Village Institutions	2,07,319	-
Monitoring & Documentation	50,22,901	-
Human Resource Development	22,19,975	-
Strategies & Systems	70,83,894	-
Disaster Relief & Rehabilitation	2,100	-
Grants & Donation	1,00,000	-
Audit Costs	16,19,820	-
Staff Costs	1,19,43,323	-

Particulars	Year ending 31.03.2019 [₹]	Year ending 31.03.2018 [₹]
Administration Costs	1,04,93,438	-
Application - Programme - Capital		
Capital Expenses		2,20,114
Depreciation on assets acquired from sources other than Income - Donor	11,88,821	30,96,444
Depreciation on assets acquired from sources other than Income - GV	3,13,055	-
Less: Up to 15% Statutory accumulation U/s. 11(1) for indefinite accumulation	62,62,759	31,88,269
Less: Amount set apart u/s 11(2) in FY 2016-17 utilised under Sanitation & Hygiene	60,00,000	
Total	6,91,55,794	5,04,51,118
Application limited to the extent of Income available	4,77,51,727	5,04,51,118
Less: Excess application transferred to Balance Sheet for set off against future income	2,14,04,067	-

INCOME AND APPLICATION APPROPRIATION ACCOUNT

for the year ended 31 March 2019

Particulars	Period ending at 31.03.2019 [₹]	Year ending at 31.03.2018 [₹]
15% Statutory accumulation U/s. 11(1) for indefinite accumulation	62,62,759	31,88,269
Add: Depreciation on assets acquired from sources other than income trf.	15,01,876	30,96,444
Less: Interest on Donor Project Funds trf. to Project Funds A/c-Grant-in-aid	3,84,509	1,62,778
Less: Interest on Donor Project Funds trf. to Project Fund A/c-CSR	-	8,968
Net Deficit	73,80,126	61,12,967

Note : Income and application account is to be prepared u/s 11 of Income Tax Act, 1961

As per report of even date

For: N R S M & ASSOCIATES
Chartered Accountants

N R Ray, FCA
Partner
Membership No. 055448

For: Gram Vikas

Joe Madiath
Chairman

R. Sankar
Treasurer

Liby T. Johnson
Executive Director

Place: Bhubaneswar
Date: 19th July 2019

RESOURCE MOBILISATION AND UTILISATION STATEMENT for the year ended 31 March 2019

Particulars	Sources				
	Total [₹]	Project Grants [₹]	CSR Grants [₹]	Water and Sanitation [Govt.] [₹]	Own [₹]
1. Income					
Grants and Donations	14,43,81,307	8,35,98,033	3,20,73,864	2,83,29,735	3,79,675
Interest Income	59,49,663	3,84,509	-	-	55,65,154
Receipts from Govt. [Rural Water Supply and Sanitation]	1,72,50,712	-	-	1,72,50,712	-
Security deposit receivable from Govt. [Rural Water Supply and Sanitation]	6,02,108	-	-	6,02,108	-
Income from Investments	2,48,85,040	-	-	-	2,48,85,040
Income from Sale of assets	11,885	-	-	-	11,885
Contributions	-	-	-	-	-
Reimbursements	8,55,117	-	-	-	8,55,117
House Rent Income	6,41,171	-	-	-	6,41,171
Miscellaneous Income	7,75,063	-	-	-	7,75,063
Liabilities written back	99,073	-	-	-	99,073
Overhead recoveries from the projects	81,55,040	-	-	-	81,55,040
Total income	20,36,06,179	8,39,82,542	3,20,73,864	4,61,82,555	4,13,67,218
2. Expenditure					
Water	4,29,01,452	1,30,31,330	1,62,20,759	80,11,554	56,37,809
Livelihoods	1,59,23,188	1,24,71,277	3,37,745	-	31,14,166
Sanitation & Hygiene	8,53,53,990	3,20,78,705	1,98,06,398	2,16,43,800	1,18,25,087
Habitat & Technology	36,88,979	30,03,095	-	-	6,85,884
Education	22,15,443	7,80,000	-	-	14,35,443
Village Institutions	6,95,483	4,79,474	8,690	-	2,07,319
Monitoring & Documentation	61,81,272	11,38,036	20,335	-	50,22,901
Human Resource Development	34,80,429	12,21,711	38,743	-	22,19,975
Strategies & Systems	74,18,179	3,34,285	-	-	70,83,894
Disaster Relief and Rehabilitation	22,14,226	22,12,126	-	-	2,100
Grants & Donations	1,91,032	91,032	-	-	1,00,000
Audit Costs	17,66,820	1,47,000	-	-	16,19,820
Staff Costs	1,34,68,679	14,24,378	1,00,978	-	1,19,43,323
Administration Costs	1,56,04,587	41,19,437	9,91,712	-	1,04,93,438
Capital Expenditure	29,00,538	10,68,700	-	-	18,31,838
Total expenditure	20,40,04,297	7,36,00,586	3,75,25,360	2,96,55,354	6,32,22,997

As per report of even date

For: N R S M & ASSOCIATES
Chartered Accountants

N R Ray, FCA
Partner
Membership No. 055448

For: Gram Vikas

Joe Madiath
Chairman

R. Sankar
Treasurer

Liby T. Johnson
Executive Director

Place: Bhubaneswar
Date: 19th July 2019





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